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1984-85 administrative compensation survey

CUPA

By

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March 1985

1984-85 ADMINISTRATIVE COMPENSATION SURVEY
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ACKNOWLEDGEMENTS

The *1984-85 Administrative Compensation Survey* report is a result of a team leadership activity undertaken to serve the membership of CUPA and the higher education community. This year's report contains many enhancements and represents significant changes over previous years' reports. Under the direction of the CUPA Board of Directors and CUPA's Council on Classification and Direct Compensation chaired by Forest C. Benedict, it is our intention that this report become more utilitarian by providing data in a format more compatible to the needs of higher education. A listing of members of the CUPA Board of Directors and Council appears on the back inside cover of this report.

Credit for developing and producing this report is shared with the staff of the University of Pittsburgh's NASA Industrial Applications Center (NIAC). Under the direction of Jan P. Miller, the fulfillment of a complex, multifaceted project is adeptly and exceptionally managed. As always, we are indebted to NIAC for the manner in which it handles the data and for the promptness and care that it provides to CUPA "Special Study" users. The Center has conducted data processing and retrieval for the survey since 1977. Staff at the University of Pittsburgh who deserve special recognition and appreciation are:

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Finally, recognition needs to be given to the CUPA Headquarters Office staff who play a most critical role in all aspects of producing the Survey report. In particular, I am grateful to Carin L. Luke and Deborah Reese who, for the past three years, have been responsible for coordinating the production of this report. With their commitment and effort the "Ad Comp" has become a most significant data source for higher education.

Stephen S. Miller
Executive Director

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Cautionary Note: The General Tables should be used only to obtain a broad overview of position salaries. For comparative analyses between positions or among institutions, consult the Comparative Tables, or see the Special Study Section (page x). Data for some positions do not appear on several tables due to the limited number of positions that can be printed on a page. All data is, however, available through Special Study Reports.

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7	All Universities	Unspecified	Unspecified	Unspecified
8	Universities	Public	4,999 or less	Unspecified
9	Universities	Public	5,000 - 9,999	Unspecified
10	Universities	Public	10,000 - 19,999	Unspecified
11	Universities	Public	20,000 or more	Unspecified
12	Universities	Private	4,999 or less	Unspecified
13	Universities	Private	5,000 or more	Unspecified
14	All 4-Year Colleges	Unspecified	Unspecified	Unspecified
15	4-Year Colleges	Public	4,999 or less	Unspecified
16	4-Year Colleges	Public	5,000 or more	Unspecified
17	4-Year Colleges	Private	999 or less	Unspecified
18	4-Year Colleges	Private	1,000 or more	Unspecified
19	All 2-Year Colleges	Unspecified	Unspecified	Unspecified
20	2-Year Colleges	Public	999 or less	Unspecified
21	2-Year Colleges	Public	1,000 - 2,499	Unspecified
22	2-Year Colleges	Public	2,500 - 4,999	Unspecified
23	2-Year Colleges	Public	5,000 - 9,999	Unspecified
24	2-Year Colleges	Public	10,000 or more	Unspecified
25	2-Year Colleges	Private	Unspecified	Unspecified
26	Universities	Public	Unspecified	$24,999,999 or less
27	Universities	Public	Unspecified	$25,000,000 - $49,999,999
28	Universities	Public	Unspecified	$50,000,000 - $99,999,999
29	Universities	Public	Unspecified	$100,000,000 - $149,999,999
30	Universities	Public	Unspecified	$150,000,000 or more
31	Universities	Private	Unspecified	$24,999,999 or less
32	Universities	Private	Unspecified	$25,000,000 - $49,999,999
33	Universities	Private	Unspecified	$50,000,000 - $99,999,999
34	Universities	Private	Unspecified	$100,000,000 - $149,999,999
35	Universities	Private	Unspecified	$150,000,000 or more
36	4-Year Colleges	Public	Unspecified	$9,999,999 or less
37	4-Year Colleges	Public	Unspecified	$10,000,000 or more

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Measure: Salary
Primary Positions (Tables 1 - 58)
Secondary Positions (Tables 59 - 66)

Table Number	Institutional Classification	Sector	Enrollment	Budget Range
38	4-Year Colleges	Private	Unspecified	$4,999,999 or less
39	4-Year Colleges	Private	Unspecified	$5,000,000 - $14,999,999
40	4-Year Colleges	Private	Unspecified	$15,000,000 or more
41	2-Year Colleges	Unspecified	Unspecified	$4,999,999 or less
42	2-Year Colleges	Unspecified	Unspecified	$5,000,000 - $9,999,999
43	2-Year Colleges	Unspecified	Unspecified	$10,000,000 - $14,999,999
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45	2-Year Technical Institutes	Unspecified	Unspecified	Unspecified

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INTRODUCTION

The purpose of CUPA's annual *Administrative Compensation Survey* is to provide the most current salary data available for college and university administrators. With human resource costs ranging from 65 to 85 percent of operating expenditures in our colleges and universities, we must learn how to effectively manage our resources. To meet that objective, the *1984-85 Administrative Compensation Survey* provides salary data so that decision-makers can properly evaluate pay plans and appropriately plan for next year's budgets.

The *1984-85 Administrative Compensation Survey* is the eighth year that CUPA has conducted this survey on an annual basis. With each survey we learn more about the salary data requirements of higher education, and we make appropriate modifications to improve the methods of both collecting data and presenting the results.

This year's survey focused on reporting data on 99 first-line (primary) positions and 69 second-line (secondary) positions. Selection of surveyed positions was based on an analysis of those positions common to most higher education institutions.

A continuing objective of the survey is to develop greater use of the CUPA Special Study Reports that enable institutions to order low-cost data tailored to specific institutional objectives. The types of Special Study Reports are listed in Section IV, p. x, Special Study Information.

CUPA is confident that annual refinements in the survey better serve the needs of higher education and to that end is open for suggestions for improvement. We intend with each annual survey to learn more about higher education's growing need for salary data and invite your suggestions for improved salary data collection and reporting.

I. 1984-85 SURVEY

RESPONDENTS

Survey questionnaires were sent to 2,894 higher education institutions; of which 1,596 responded. An alphabetical list of respondents appears in Appendix A for primary positions and Appendix B for secondary positions. The list of respondents indicates each institution's classification (i.e., university, four-year college, two-year college, and other), source of financial support (public and private), system affiliation, and state residence.

The *1984-85 Administrative Compensation Survey* is based on 1,574 usable responses from 54.4 percent of the institutions surveyed (n=2,894). The following table profiles those institutions who responded and whose data was usable:

Institutional Classification	1984-85 Survey Respondents Number	Percent of Total
Universities	434	28%
Four-Year Colleges	509	32%
Two-Year Colleges	473	30%
Other	158	10%
TOTAL	1,574	100%

The following identifies the respondents to the 1984-85 Survey by source of institutional funding support:

Institutional Classification	Institutional Funding Support Public	Private	Total
Universities	298	136	434
Four-Year Colleges	103	406	509
Two-Year Colleges	422	51	473
Other	86	72	158
TOTAL	909	665	1,574

SURVEY METHODS

CUPA has used the same general approach in collecting the data each year the CUPA Survey has been made. We mailed the survey form with a letter inviting participation to Presidents of higher education institutions from a mailing list provided to CUPA by the American Council on Education (ACE). A similar mailing was sent to each CUPA member institution. Instructions for reporting the data and summary descriptions of the positions for which data were sought accompanied the data form. Appendix C comprises the survey form and instructions, and Appendix D contains the summary position descriptions.

In processing the data, the survey staff has given each institutional response form a code number to ensure confidentiality. In addition, positions with less than five responses are not reported. Assurance of confidentiality has fostered in large part the broad participation that has characterized the survey from its inception.

When institutions order special analyses of selected peer groups (Special Studies), confidentiality is maintained by the application of two rules. First, the special order must sample 10 or more institutions. Second, the report will supply data only for those positions for which there were at least three responses.

II. DEFINITIONS AND GENERAL CHARACTERISTICS

DATA SPECIFICATIONS

Respondents were asked to observe the following specifications in reporting their data:

- Salaries are those in effect during the Fall of 1984.
- Salaries are at an annualized, full-time rate; they reflect only actual cash earnings, excluding any services contributed without charge.
- Enrollment and budget figures are for the operating year 1984-85.
- Enrollment is stated in terms of equivalent full-time students.
- Budgets include amounts for current educational and general operations, including research funds. Budgets do not include amounts for student aid, auxiliary enterprises, service departments, construction, and similar activities.

INTERQUARTILE RANGE

Salary data shown on the basic tables in this report indicate the median and the interquartile range for each position.

- The MEDIAN is the middle value in an array of all salaries for the position; half of the salaries are lower than the median and half are higher. The median is considered a more reliable measure than the mean/average because it minimizes the effect of extremely high and low salaries.
- The FIRST QUARTILE (Q1 on Tables) divides salaries below the median into two 25 percent segments.
- The THIRD QUARTILE (Q3 on the Tables) divides salaries above the median into two 25 percent segments.
- Q1 and Q3, therefore, mark the interquartile range; half of all salaries – the middle 50 percent – fall within this range.

WEIGHTED AVERAGE

Weighted average is the sum of the median salaries divided by the number of respondents in each position.

III. SALARY SURVEY COMMENTS
(Primary Positions only: Positions 1.0 - 99.0)

SALARY INCREASES

For positions surveyed in 1983-84 and 1984-85, weighted averages of median salaries increased in 1984-85 over 1983-84 by the following percentages:

Source of Support	1984-85 Increase (Percent)	Institutional Classification	1984-85 Increase (Percent)
Public	6.5%	Universities	5.8%
Private	4.4%	Four-year Colleges	5.3%
All Institutions	6.0%	Two-Year Colleges	5.1%
		Two-Year Technical	1.0%
		Other	11.0%

Within different families of positions, weighted averages of median salaries in all institutions increased as follows:

Job Family	1984-85 Increase (Percent)
Academic Affairs	6.5%
Administrative Affairs	5.5%
External Affairs	6.5%
Student Services	6.3%
Executive Affairs	5.8%

PROMOTION/TRANSFER VS. OUTSIDE HIRE

Table 46 compares median salaries of those who were promoted or transferred to their positions from within the institution ("inside hire"), and those who were hired externally ("outside hire"). Incumbents are fairly evenly divided between the hiring pool sources. Median salaries of those promoted or transferred from within the institution averaged 3.5 percent higher salaries.

Table 51 shows that internal hires average 6.1 percent more in years of service than those hired outside the institution.

COMPARISON NON-MINORITIES AND MINORITIES

Median salaries in all institutions for non-minority and minority incumbents is displayed on Table 47. Minority salaries averaged 11.4 percent lower than non-minority salaries. Average years of service of minorities in their current positions is 12.6 percent lower than those of non-minority incumbents (see Table 49).

COMPARISON MALES AND FEMALES

Table 48 displays median salaries of male and female incumbents in all institutions. As a grouping, female salaries are lower with the weighted average differential between medians at 43.4 percent. Average years of service of females in their current positions are 36.5 percent lower than those of male incumbents (see Table 50).

FOUR-YEAR SALARY COMPARISON

Median salaries and percentage increases for 518 institutions that have reported data since the 1981-82 Survey are displayed on Table 52. Only those positions surveyed over this four-year period are reported. The table's final column indicates the compound rate of change over the four-year period. The table below details these increases:

Year	Percentage Increase
1981-82	Base Year
1982-83	7.1%
1983-84	4.2%
1984-85	6.5%

SALARY DISTRIBUTION

The frequency distribution of all salaries reported for each survey position is tabulated on Table 58. The mean (arithmetic average) salary for all institutions is displayed at the bottom of each column in the Table.

COMPARISON MEAN AND MEDIAN

Table 53 contrasts mean and median salaries for all institutions.

SECONDARY POSITIONS

The *1984-85 Administrative Compensation Survey* contains a section that displays survey data on secondary positions within institutions of higher education. The request for collecting this data was initiated by the Interassociation Management Related Group (IMRG), an informal consortium of 25 administrative associations serving higher education. Data was collected for 39 positions in 1982-83 and has since been refined and further developed by CUPA's Council on Classification and Direct Compensation.

The annual 1984-85 CUPA Administrative Compensation Survey Questionnaire contained a request for data for 69 secondary positions. Of the 1,574 institutions providing primary salary data, 1,277 also provided usable data on secondary positions. An alphabetical list of secondary position respondents appears in Appendix B, which also indicates each institution's classification (i.e., university, four-year college, two-year college, and other), source of fiscal support (public and private), system affiliation, and state residence.

This survey marks CUPA's second attempt to collect secondary position data and will serve as the base-line year for measuring future salary changes. The 1985-86 Survey will contain more detailed analysis of these positions.

IV. SPECIAL STUDY INFORMATION

The tables that follow summarize the compensation data that have been found to be of greatest interest and value to the majority of participants. The data base from which the tables were developed can provide a great deal of additional information.

Participants have made increasing use of CUPA's capability to formulate salary survey information that meets the specialized requirements or preferences of an institution.

Customized surveys can be provided on:

- Any group of named institutions selected from the list of respondents (provided that at least ten institutions are included to maintain confidentiality of information). **Data are not identified by institution.**

- Demographic characteristics alone or in combinations, including: budget, enrollment, faculty size, staff size, institutional type, source of support, and system structure.

- Institutions within a given geographic region or state.

In effect, any of the institutional characteristics reported on in the survey questionnaire may be used to delimit the desired information – singly or in any combination. Furthermore, Special Studies can now cover seven consecutive survey years (1978-79, 1979-80, 1980-81, 1981-82, 1982-83, 1983-84, and 1984-85). Secondary Special Studies data is only available for 1984-85.

All results are accompanied by a list of the respondents that were selected to provide the sample data.

TYPES OF DATA DISPLAYS

1. Median Salary Display with Interquartile Data (see Table 1)

2. Median Years-of-Service Display with Interquartile Data (same display format as Table 1, but includes years-of-service data)

3. Distribution of Salaries Display (see Table 58)

4. Percent of CEO Salary Display

5. Minority/Non-minority Comparison Display (see Table 47 and Table 49)*

6. Internal/External Hire Comparison Display (see Table 46 and Table 51)*

7. Male/Female Comparison Display (see Table 48 and Table 50)*

8. Reporting Relationship Frequency Display and Histogram

9. Listing of Individual Salaries by Position

*A study of type 1 or 2 must be ordered along with any comparison table.

Other uses of data requiring manipulation and display techniques are possible. Such specialized needs should be discussed with CUPA Headquarters Staff at (202) 462-1038.

The Special Study Order Form included with this report provides further details on how to order a Special Study or obtain additional information (see Appendix E).

Primary Positions

(Tables 1-58)

Table 1
ALL INSTITUTIONS SUMMARY (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** Not specified. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1984/85 BUDGET RANGE:** Not specified. **CASES SELECTED:** 1,574.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$70,700	$60,000	$85,186	156
2.0	Chief Executive Officer, Single Institution	$61,500	$51,931	$74,250	1,379
3.0	Executive Vice President	$52,518	$43,912	$65,124	311
4.0	Chief Academic Officer	$48,550	$40,000	$59,010	1,392
5.0	Chief Business Officer	$45,890	$36,600	$57,000	1,407
6.0	Chief Student Affairs Officer	$40,400	$32,500	$50,000	1,358
7.0	Chief Development Officer	$41,791	$33,166	$50,900	789
8.0	Chief Public Relations Officer	$30,970	$24,006	$41,100	729
9.0	Chief Planning Officer	$44,000	$34,940	$52,032	241
10.0	Chief Personnel/Human Resources Officer	$35,300	$28,270	$44,760	675
11.0	Chief Health Professions Officer	$68,990	$41,315	$92,928	106
12.0	Chief Budgeting Officer	$39,000	$32,978	$46,500	420
13.0	General Counsel	$49,050	$37,400	$59,000	190
14.0	Registrar	$29,352	$22,791	$36,770	1,138
16.0	Director, Learning Resources Center	$30,904	$24,182	$38,807	574
17.0	Director, Library Services	$33,779	$26,000	$43,500	1,172
18.0	Director, Computer Center	$36,069	$29,150	$44,628	881
19.0	Director, Computer Center Operations/Academic	$35,020	$27,891	$44,853	310
20.0	Director, Computer Center Operations/Administrative	$35,000	$26,956	$43,000	326
21.0	Director, Educational Media Services	$27,927	$21,400	$36,192	503
22.0	Director, Institutional Research	$33,757	$27,585	$41,557	505
23.0	Director, Special and Deferred Gifts	$32,004	$26,000	$39,133	254
24.0	Administrator, Grants and Contracts	$36,816	$28,000	$46,055	428
25.0	Director, Affirmative Action/Equal Employment	$35,000	$29,050	$41,372	309
26.0	Chaplain	$24,539	$18,403	$31,000	295
27.0	Comptroller	$36,043	$28,000	$43,399	828
28.0	Director, Accounting	$29,060	$22,828	$36,444	542
29.0	Director, Internal Audit	$33,742	$28,059	$40,000	320
30.0	Bursar	$26,475	$21,200	$34,391	343
31.0	Director, Food Services	$29,300	$22,293	$36,000	385
32.0	Chief Physical Plant/Facilities Management Officer	$34,000	$26,403	$42,202	1,210
33.0	Director, Student Activities	$25,600	$19,500	$32,500	759
34.0	Director, Purchasing	$28,032	$22,200	$35,000	747
35.0	Director, Bookstore	$21,000	$15,990	$27,708	899
36.0	Director, Campus Security	$26,000	$20,088	$33,100	813
37.0	Director, Information Systems	$41,366	$33,658	$49,333	211
38.0	Director, News Bureau	$24,530	$19,586	$30,103	290
39.0	Director, Auxiliary Services	$35,993	$27,512	$43,068	323
40.0	Director, Admissions	$31,746	$25,766	$38,000	968
41.0	Director, Foreign Students	$26,308	$21,540	$32,431	226
42.0	Director, International Studies Education	$34,427	$27,000	$47,304	142
43.0	Director, Student Financial Aid	$27,500	$21,500	$33,763	1,290
44.0	Director, Student Placement	$26,994	$21,508	$32,946	883
45.0	Director, Student Counseling	$31,825	$25,704	$38,480	851
46.0	Director, Student Union	$30,000	$23,500	$36,139	358
47.0	Director, Student Health Services (Physician Administrator)	$56,531	$42,604	$66,200	280
48.0	Director, Student Health Services (Nurse Administrator)	$21,300	$17,500	$26,110	523
49.0	Director, Student Housing	$24,690	$18,120	$32,496	615
50.0	Director, Athletics	$36,260	$29,266	$45,000	851
53.0	Director, Campus Recreation/Intramurals	$25,390	$19,094	$32,399	373
54.0	Director, Alumni Affairs	$25,845	$19,800	$33,000	708
55.0	Director, Information Office	$27,703	$21,609	$35,000	408
56.0	Director, Community Services	$33,000	$26,607	$39,991	279
57.0	Administrator, Hospital Medical Center	$80,000	$58,528	$94,500	44
58.0	Director, Publications	$27,074	$22,000	$32,500	336
59.0	Director, Risk Management and Insurance	$34,440	$27,825	$42,386	94
60.0	Chief Planning and Budget Officer	$46,900	$38,000	$55,658	95
61.0	Chief Development and Public Relations Officer	$46,200	$34,323	$58,489	209
62.0	Director, Personnel and Affirmative Action	$30,528	$24,494	$37,654	244
63.0	Director, Admissions and Financial Aid	$35,460	$28,000	$44,770	148
65.0	Director, Development and Alumni Affairs	$35,831	$27,930	$44,000	101
66.0	Director, Admissions and Registrar	$36,583	$29,400	$41,880	223
67.0	Dean, Architecture	$60,200	$53,448	$67,700	65
68.0	Dean, Agriculture	$58,810	$46,200	$69,600	86
69.0	Dean, Arts and Letters	$47,037	$38,952	$55,020	104
70.0	Dean, Arts and Sciences	$51,000	$42,000	$60,000	401
71.0	Dean, Business	$48,740	$38,452	$59,340	641
72.0	Dean, Communications	$43,910	$36,120	$53,325	89
73.0	Dean, Continuing Education	$39,478	$32,217	$47,675	580
74.0	Dean, Dentistry	$80,942	$74,152	$89,250	53
75.0	Dean, Education	$48,500	$39,765	$57,695	424
76.0	Dean, Engineering	$60,700	$47,880	$72,000	245
78.0	Dean, Extension	$45,944	$35,750	$57,700	86
79.0	Dean, Fine Arts	$47,000	$37,479	$54,773	187
80.0	Dean, Graduate Programs	$52,500	$44,160	$61,325	343
81.0	Dean, Health Related Professions	$44,000	$35,500	$53,361	204
83.0	Dean, Humanities	$39,000	$32,115	$49,754	215
85.0	Dean, Law	$77,850	$70,000	$87,000	134
86.0	Dean, Library and Information Sciences	$48,150	$39,500	$53,520	66
87.0	Dean, Mathematics	$38,250	$32,760	$45,963	104
88.0	Dean, Medicine	$99,953	$89,270	$125,000	77
89.0	Dean, Music	$45,000	$35,930	$59,032	80
90.0	Dean, Nursing	$43,200	$34,795	$55,432	316
91.0	Dean, Occupation Studies/Vocational Education/Technology	$40,850	$34,776	$47,824	243
92.0	Dean, Pharmacy	$62,800	$57,553	$70,497	56
94.0	Dean, Sciences	$42,930	$35,908	$51,033	272
95.0	Dean, Social Sciences	$40,084	$33,139	$46,184	212
96.0	Dean, Social Work	$55,300	$40,361	$63,800	77
98.0	Dean, Undergraduate Programs	$44,958	$39,000	$53,076	89

Table 2
PUBLIC INSTITUTIONS SUMMARY (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** Not specified. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** Not specified. **1984/85 BUDGET RANGE:** Not specified. **CASES SELECTED:** 909.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$70,395	$59,220	$85,000	134
2.0	Chief Executive Officer, Single Institution	$62,000	$54,400	$71,070	770
3.0	Executive Vice President	$52,518	$45,825	$63,389	172
4.0	Chief Academic Officer	$51,914	$43,416	$61,167	797
5.0	Chief Business Officer	$48,231	$40,000	$57,957	821
6.0	Chief Student Affairs Officer	$44,480	$37,800	$52,300	794
7.0	Chief Development Officer	$42,837	$34,871	$50,700	316
8.0	Chief Public Relations Officer	$34,763	$26,000	$44,416	390
9.0	Chief Planning Officer	$44,436	$37,800	$52,026	164
10.0	Chief Personnel/Human Resources Officer	$38,500	$31,788	$46,050	452
11.0	Chief Health Professions Officer	$66,676	$40,095	$89,400	79
12.0	Chief Budgeting Officer	$39,700	$33,600	$46,400	312
13.0	General Counsel	$48,130	$38,000	$57,557	138
14.0	Registrar	$33,324	$27,552	$39,500	567
15.0	Director, Church Relations	$28,583	$26,298	$36,816	5
16.0	Director, Learning Resources Center	$34,000	$28,356	$40,975	404
17.0	Director, Library Services	$38,373	$31,900	$47,793	587
18.0	Director, Computer Center	$38,420	$32,000	$46,073	541
19.0	Director, Computer Center Operations/Academic	$37,796	$28,915	$47,547	156
20.0	Director, Computer Center Operations/Administrative	$37,787	$31,366	$45,200	174
21.0	Director, Educational Media Services	$30,663	$24,655	$39,290	327
22.0	Director, Institutional Research	$35,394	$30,000	$42,116	370
23.0	Director, Special and Deferred Gifts	$35,000	$28,647	$43,255	62
24.0	Administrator, Grants and Contracts	$39,024	$30,774	$47,880	295
25.0	Director, Affirmative Action/Equal Employment	$35,000	$29,650	$40,999	256
27.0	Comptroller	$39,000	$31,800	$45,000	424
28.0	Director, Accounting	$32,376	$25,807	$37,500	335
29.0	Director, Internal Audit	$33,875	$28,380	$38,940	248
30.0	Bursar	$28,643	$23,220	$35,377	197
31.0	Director, Food Services	$30,144	$24,516	$37,019	215
32.0	Chief Physical Plant/Facilities Management Officer	$36,781	$29,635	$44,004	702
33.0	Director, Student Activities	$28,767	$23,338	$36,622	456
34.0	Director, Purchasing	$29,364	$24,002	$35,992	511
35.0	Director, Bookstore	$23,800	$19,178	$30,451	491
36.0	Director, Campus Security	$28,574	$23,377	$35,805	495
37.0	Director, Information Systems	$41,575	$36,000	$49,333	141
38.0	Director, News Bureau	$27,100	$22,684	$32,916	150
39.0	Director, Auxiliary Services	$37,295	$29,485	$43,068	230
40.0	Director, Admissions	$33,147	$27,900	$38,592	457
41.0	Director, Foreign Students	$28,788	$24,199	$36,210	129
43.0	Director, Student Financial Aid	$30,450	$25,572	$36,000	726
44.0	Director, Student Placement	$30,050	$24,886	$35,412	477
45.0	Director, Student Counseling	$34,435	$28,820	$40,404	536
46.0	Director, Student Union	$32,336	$27,050	$37,386	245
47.0	Director, Student Health Services (Physician Administrator)	$58,045	$48,441	$67,000	188
48.0	Director, Student Health Services (Nurse Administrator)	$24,416	$20,104	$28,493	227
49.0	Director, Student Housing	$29,540	$23,957	$36,769	282
50.0	Director, Athletics	$39,333	$33,098	$47,436	459
53.0	Director, Campus Recreation/Intramurals	$27,047	$21,674	$34,000	231
54.0	Director, Alumni Affairs	$29,400	$24,042	$35,875	281
55.0	Director, Information Office	$29,824	$25,000	$36,865	236
56.0	Director, Community Services	$33,436	$27,650	$40,327	237
57.0	Administrator, Hospital Medical Center	$80,000	$61,000	$91,392	36
58.0	Director, Publications	$29,485	$25,008	$34,140	178
59.0	Director, Risk Management and Insurance	$34,950	$29,414	$41,760	67
60.0	Chief Planning and Budget Officer	$46,968	$40,515	$55,600	64
61.0	Chief Development and Public Relations Officer	$46,200	$34,610	$56,232	113
62.0	Director, Personnel and Affirmative Action	$31,452	$25,290	$38,825	166
63.0	Director, Admissions and Financial Aid	$34,244	$28,890	$40,800	59
65.0	Director, Development and Alumni Affairs	$37,820	$31,578	$45,000	63
66.0	Director, Admissions and Registrar	$37,500	$31,631	$43,175	188
67.0	Dean, Architecture	$60,000	$55,000	$66,000	50
68.0	Dean, Agriculture	$58,810	$46,200	$69,600	84
69.0	Dean, Arts and Letters	$47,033	$39,076	$55,020	87
70.0	Dean, Arts and Sciences	$51,213	$43,965	$60,200	276
71.0	Dean, Business	$48,984	$39,089	$58,000	464
72.0	Dean, Communications	$44,678	$37,216	$53,325	69
73.0	Dean, Continuing Education	$41,321	$34,560	$48,500	411
74.0	Dean, Dentistry	$78,000	$72,528	$89,250	39
75.0	Dean, Education	$51,000	$44,205	$58,950	314
76.0	Dean, Engineering	$58,200	$44,230	$70,000	190
78.0	Dean, Extension	$46,051	$36,204	$57,939	74
79.0	Dean, Fine Arts	$48,364	$41,927	$55,010	130
80.0	Dean, Graduate Programs	$53,800	$47,824	$61,500	232
81.0	Dean, Health Related Professions	$45,629	$36,600	$53,076	184
82.0	Dean, Home Economics	$53,164	$42,439	$61,157	56
83.0	Dean, Humanities	$42,930	$35,208	$51,999	156
84.0	Dean, Instruction	$41,300	$34,145	$48,162	47
85.0	Dean, Law	$76,730	$70,000	$83,500	68
86.0	Dean, Library and Information Sciences	$48,924	$39,725	$53,520	56
87.0	Dean, Mathematics	$40,016	$35,166	$46,435	81
88.0	Dean, Medicine	$96,408	$85,900	$106,000	58
89.0	Dean, Music	$54,960	$43,386	$62,000	38
90.0	Dean, Nursing	$45,150	$36,358	$56,163	228
91.0	Dean, Occupation Studies/Vocational Education/Technology	$40,900	$35,000	$48,276	237
92.0	Dean, Pharmacy	$64,700	$59,213	$71,448	46
94.0	Dean, Sciences	$45,000	$38,937	$52,700	207
95.0	Dean, Social Sciences	$41,500	$36,084	$48,752	154
96.0	Dean, Social Work	$56,500	$50,239	$64,961	51
97.0	Dean, Special Programs	$36,070	$28,959	$45,000	70
98.0	Dean, Undergraduate Programs	$45,936	$40,200	$53,000	53

Table 3
PRIVATE INSTITUTIONS SUMMARY (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** Not specified. **SOURCE(S) OF SUPPORT:** Private Religious, Private Independent. **FTE-ENROLLMENT RANGE:** Not specified. **1984/85 BUDGET RANGE:** Not specified. **CASES SELECTED:** 665.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$78,500	$60,000	$97,000	22
2.0	Chief Executive Officer, Single Institution	$60,769	$47,400	$78,210	609
3.0	Executive Vice President	$52,000	$38,088	$69,000	139
4.0	Chief Academic Officer	$43,800	$35,000	$55,000	595
5.0	Chief Business Officer	$41,500	$32,500	$54,150	586
6.0	Chief Student Affairs Officer	$34,000	$27,550	$42,789	564
7.0	Chief Development Officer	$40,000	$32,000	$51,000	473
8.0	Chief Public Relations Officer	$28,000	$21,348	$36,750	339
9.0	Chief Planning Officer	$40,082	$31,500	$55,125	77
10.0	Chief Personnel/Human Resources Officer	$30,940	$24,000	$39,720	223
11.0	Chief Health Professions Officer	$69,200	$43,186	$133,000	27
12.0	Chief Budgeting Officer	$37,750	$31,800	$46,500	108
13.0	General Counsel	$51,500	$33,644	$64,978	52
14.0	Registrar	$25,000	$20,000	$31,400	571
15.0	Director, Church Relations	$25,000	$20,000	$30,687	83
16.0	Director, Learning Resources Center	$23,466	$19,315	$29,333	170
17.0	Director, Library Services	$28,400	$22,800	$36,000	585
18.0	Director, Computer Center	$31,500	$25,200	$39,953	340
19.0	Director, Computer Center Operations/Academic	$32,400	$25,745	$43,000	154
20.0	Director, Computer Center Operations/Administrative	$30,660	$22,300	$38,500	152
21.0	Director, Educational Media Services	$22,200	$18,120	$28,000	176
22.0	Director, Institutional Research	$28,000	$22,000	$36,000	135
23.0	Director, Special and Deferred Gifts	$31,600	$25,000	$37,300	192
24.0	Administrator, Grants and Contracts	$31,524	$24,300	$40,868	133
25.0	Director, Affirmative Action/Equal Employment	$33,600	$26,145	$43,705	53
26.0	Chaplain	$24,485	$18,000	$30,900	282
27.0	Comptroller	$31,906	$24,996	$41,000	404
28.0	Director, Accounting	$24,400	$19,080	$32,556	207
29.0	Director, Internal Audit	$32,500	$26,400	$41,371	76
30.0	Bursar	$24,486	$18,336	$32,000	146
31.0	Director, Food Services	$27,200	$20,100	$35,362	170
32.0	Chief Physical Plant/Facilities Management Officer	$30,000	$23,175	$38,800	508
33.0	Director, Student Activities	$20,000	$16,693	$26,000	303
34.0	Director, Purchasing	$24,300	$18,142	$32,915	236
35.0	Director, Bookstore	$16,979	$13,591	$22,828	408
36.0	Director, Campus Security	$22,325	$16,995	$28,033	318
37.0	Director, Information Systems	$40,000	$27,000	$48,000	70
38.0	Director, News Bureau	$21,000	$17,680	$25,920	140
39.0	Director, Auxiliary Services	$32,280	$24,860	$43,000	93
40.0	Director, Admissions	$30,325	$24,000	$37,493	511
41.0	Director, Foreign Students	$24,000	$18,890	$28,000	97
42.0	Director, International Studies Education	$28,650	$23,400	$38,316	58
43.0	Director, Student Financial Aid	$23,980	$19,000	$29,610	564
44.0	Director, Student Placement	$23,485	$19,480	$28,950	406
45.0	Director, Student Counseling	$27,000	$20,600	$33,640	315
46.0	Director, Student Union	$23,644	$20,000	$30,650	113
47.0	Director, Student Health Services (Physician Administrator)	$50,000	$26,640	$65,500	92
48.0	Director, Student Health Services (Nurse Administrator)	$19,250	$15,636	$23,520	296
49.0	Director, Student Housing	$20,200	$15,600	$26,515	333
50.0	Director, Athletics	$32,000	$25,000	$41,000	392
51.0	Director, Athletics/Men	$32,000	$28,139	$39,984	31
52.0	Director, Athletics/Women	$26,443	$22,056	$31,403	82
53.0	Director, Campus Recreation/Intramurals	$20,970	$16,582	$27,825	142
54.0	Director, Alumni Affairs	$22,680	$18,270	$29,580	427
55.0	Director, Information Office	$23,730	$18,900	$32,200	172
56.0	Director, Community Services	$23,000	$18,415	$35,500	42
57.0	Administrator, Hospital Medical Center	$57,500	$21,000	$100,000	8
58.0	Director, Publications	$24,100	$20,000	$29,000	158
59.0	Director, Risk Management and Insurance	$28,500	$26,600	$45,000	27
60.0	Chief Planning and Budget Officer	$44,545	$33,200	$65,000	31
61.0	Chief Development and Public Relations Officer	$46,000	$33,280	$59,090	96
62.0	Director, Personnel and Affirmative Action	$28,323	$20,991	$34,911	78
63.0	Director, Admissions and Financial Aid	$35,637	$28,000	$47,300	89
65.0	Director, Development and Alumni Affairs	$28,000	$23,464	$43,222	38
66.0	Director, Admissions and Registrar	$27,000	$20,000	$36,300	35
69.0	Dean, Arts and Letters	$47,250	$37,257	$58,221	17
70.0	Dean, Arts and Sciences	$50,000	$39,600	$60,000	125
71.0	Dean, Business	$48,000	$34,955	$64,375	177
72.0	Dean, Communications	$36,667	$30,976	$52,700	20
73.0	Dean, Continuing Education	$34,140	$26,220	$44,088	169
74.0	Dean, Dentistry	$84,579	$81,400	$95,000	14
75.0	Dean, Education	$37,400	$30,000	$48,554	110
76.0	Dean, Engineering	$64,800	$55,000	$80,700	55
77.0	Dean, Experimental Programs	$28,625	$25,300	$30,000	5
79.0	Dean, Fine Arts	$36,464	$29,900	$48,800	57
80.0	Dean, Graduate Programs	$43,000	$35,600	$60,618	111
81.0	Dean, Health Related Professions	$33,582	$28,408	$54,500	20
82.0	Dean, Home Economics	$33,760	$27,144	$41,501	8
83.0	Dean, Humanities	$30,958	$25,593	$36,416	59
85.0	Dean, Law	$78,650	$71,138	$88,485	66
86.0	Dean, Library and Information Sciences	$41,891	$29,000	$50,000	10
87.0	Dean, Mathematics	$32,760	$24,340	$36,120	23
88.0	Dean, Medicine	$125,000	$100,800	$141,000	19
89.0	Dean, Music	$38,052	$30,061	$49,600	42
90.0	Dean, Nursing	$39,000	$33,332	$49,140	88
94.0	Dean, Sciences	$34,250	$30,000	$45,067	65
95.0	Dean, Social Sciences	$31,636	$27,131	$40,652	58
96.0	Dean, Social Work	$39,793	$32,992	$62,000	26
97.0	Dean, Special Programs	$30,996	$26,940	$38,000	32
98.0	Dean, Undergraduate Programs	$41,125	$37,265	$57,300	36

Table 4
PRIVATE INDEPENDENT INSTITUTIONS (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** Not specified. **SOURCE(S) OF SUPPORT:** Private Independent.
FTE-ENROLLMENT RANGE: Not specified. **1984/85 BUDGET RANGE:** Not specified. **CASES SELECTED:** 346.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$82,000	$60,000	$98,004	14
2.0	Chief Executive Officer, Single Institution	$70,320	$55,000	$90,000	309
3.0	Executive Vice President	$60,000	$50,000	$73,500	85
4.0	Chief Academic Officer	$49,831	$40,100	$62,000	298
5.0	Chief Business Officer	$48,000	$37,128	$60,407	289
6.0	Chief Student Affairs Officer	$38,000	$30,000	$46,700	285
7.0	Chief Development Officer	$46,110	$36,000	$59,400	240
8.0	Chief Public Relations Officer	$31,936	$24,200	$41,598	177
9.0	Chief Planning Officer	$44,700	$37,000	$63,000	42
10.0	Chief Personnel/Human Resources Officer	$32,160	$25,300	$42,500	148
11.0	Chief Health Professions Officer	$90,500	$50,000	$140,000	15
12.0	Chief Budgeting Officer	$38,771	$32,489	$47,500	75
13.0	General Counsel	$52,500	$34,800	$71,000	37
14.0	Registrar	$27,540	$21,252	$35,150	304
15.0	Director, Church Relations	$21,750	$15,600	$32,735	13
16.0	Director, Learning Resources Center	$24,825	$20,000	$31,500	86
17.0	Director, Library Services	$31,800	$24,300	$40,886	306
18.0	Director, Computer Center	$35,026	$28,052	$45,955	183
19.0	Director, Computer Center Operations/Academic	$35,500	$27,000	$44,853	93
20.0	Director, Computer Center Operations/Administrative	$33,600	$26,500	$43,000	90
21.0	Director, Educational Media Services	$23,820	$18,615	$30,024	94
22.0	Director, Institutional Research	$32,004	$24,000	$40,000	82
23.0	Director, Special and Deferred Gifts	$34,000	$28,575	$40,425	102
24.0	Administrator, Grants and Contracts	$33,400	$27,000	$44,525	84
25.0	Director, Affirmative Action/Equal Employment	$35,400	$25,564	$44,000	43
26.0	Chaplain	$25,900	$20,196	$33,075	117
27.0	Comptroller	$35,000	$27,400	$43,500	239
28.0	Director, Accounting	$25,700	$21,000	$36,000	124
29.0	Director, Internal Audit	$35,000	$27,100	$43,000	54
30.0	Bursar	$26,000	$19,467	$33,500	99
31.0	Director, Food Services	$31,600	$26,000	$42,120	90
32.0	Chief Physical Plant/Facilities Management Officer	$34,000	$26,850	$42,780	276
33.0	Director, Student Activities	$21,800	$17,709	$27,736	173
34.0	Director, Purchasing	$27,700	$20,000	$34,900	145
35.0	Director, Bookstore	$18,600	$15,000	$26,180	204
36.0	Director, Campus Security	$25,000	$19,070	$31,800	192
37.0	Director, Information Systems	$42,000	$32,250	$50,000	47
38.0	Director, News Bureau	$23,485	$18,720	$29,192	76
39.0	Director, Auxiliary Services	$33,545	$25,600	$44,000	60
40.0	Director, Admissions	$33,835	$27,275	$40,400	278
41.0	Director, Foreign Students	$25,575	$20,000	$31,700	51
42.0	Director, International Studies Education	$29,425	$21,850	$43,930	39
43.0	Director, Student Financial Aid	$25,626	$20,285	$32,400	305
44.0	Director, Student Placement	$25,500	$20,500	$31,500	239
45.0	Director, Student Counseling	$29,333	$22,300	$36,470	169
46.0	Director, Student Union	$29,000	$21,300	$32,856	59
47.0	Director, Student Health Services (Physician Administrator)	$57,840	$35,555	$68,300	64
48.0	Director, Student Health Services (Nurse Administrator)	$20,794	$17,875	$25,985	150
49.0	Director, Student Housing	$22,533	$16,840	$29,575	183
50.0	Director, Athletics	$35,700	$28,469	$44,250	198
51.0	Director, Athletics/Men	$35,476	$30,936	$40,068	14
52.0	Director, Athletics/Women	$26,750	$22,666	$33,672	43
53.0	Director, Campus Recreation/Intramurals	$23,520	$19,000	$30,750	75
54.0	Director, Alumni Affairs	$25,393	$19,000	$34,410	231
55.0	Director, Information Office	$26,000	$21,000	$35,100	99
56.0	Director, Community Services	$29,868	$21,470	$39,650	28
57.0	Administrator, Hospital Medical Center	$85,500	$21,000	$114,720	7
58.0	Director, Publications	$24,847	$21,516	$29,726	106
59.0	Director, Risk Management and Insurance	$33,000	$27,125	$43,500	19
60.0	Chief Planning and Budget Officer	$44,545	$33,200	$65,000	21
61.0	Chief Development and Public Relations Officer	$47,189	$33,280	$59,456	56
62.0	Director, Personnel and Affirmative Action	$30,000	$25,000	$37,500	45
63.0	Director, Admissions and Financial Aid	$38,000	$30,000	$53,000	48
65.0	Director, Development and Alumni Affairs	$37,000	$27,641	$45,146	25
66.0	Director, Admissions and Registrar	$27,996	$23,370	$37,700	15
67.0	Dean, Architecture	$63,000	$49,776	$71,000	14
70.0	Dean, Arts and Sciences	$55,399	$41,040	$73,091	71
71.0	Dean, Business	$53,800	$39,305	$72,500	96
72.0	Dean, Communications	$46,634	$36,667	$57,800	14
73.0	Dean, Continuing Education	$35,000	$26,750	$45,203	101
75.0	Dean, Education	$38,505	$32,885	$54,510	55
76.0	Dean, Engineering	$72,000	$60,700	$83,000	41
79.0	Dean, Fine Arts	$42,400	$33,230	$60,726	34
80.0	Dean, Graduate Programs	$47,600	$38,918	$67,700	66
81.0	Dean, Health Related Professions	$42,000	$28,408	$54,500	14
83.0	Dean, Humanities	$30,958	$26,100	$41,846	28
85.0	Dean, Law	$83,575	$74,583	$96,000	39
87.0	Dean, Mathematics	$30,000	$23,992	$35,733	15
88.0	Dean, Medicine	$127,000	$103,000	$147,000	15
89.0	Dean, Music	$47,700	$38,052	$66,716	21
90.0	Dean, Nursing	$42,000	$34,185	$54,000	41
94.0	Dean, Sciences	$38,095	$30,077	$56,500	31
95.0	Dean, Social Sciences	$34,731	$28,950	$45,870	29
96.0	Dean, Social Work	$47,000	$33,627	$62,900	19
97.0	Dean, Special Programs	$33,760	$28,120	$41,000	17
98.0	Dean, Undergraduate Programs	$41,965	$37,265	$57,675	30

Table 5
PRIVATE RELIGIOUS INSTITUTIONS (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** Not specified. **SOURCE(S) OF SUPPORT:** Private Religious. **FTE-ENROLLMENT RANGE:** Not specified. **1984/85 BUDGET RANGE:** Not specified. **CASES SELECTED:** 319.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$72,800	$60,000	$94,000	8
2.0	Chief Executive Officer, Single Institution	$52,500	$42,500	$66,000	300
3.0	Executive Vice President	$39,611	$32,945	$53,940	54
4.0	Chief Academic Officer	$37,916	$32,000	$47,000	297
5.0	Chief Business Officer	$36,000	$29,750	$45,700	297
6.0	Chief Student Affairs Officer	$31,600	$26,250	$38,200	279
7.0	Chief Development Officer	$36,000	$29,744	$43,500	233
8.0	Chief Public Relations Officer	$25,000	$19,260	$31,490	162
9.0	Chief Planning Officer	$32,000	$28,000	$45,500	35
10.0	Chief Personnel/Human Resources Officer	$26,565	$21,400	$34,300	75
11.0	Chief Health Professions Officer	$64,000	$31,040	$98,400	12
12.0	Chief Budgeting Officer	$35,136	$30,300	$43,400	33
13.0	General Counsel	$46,136	$33,644	$63,500	15
14.0	Registrar	$23,890	$19,080	$28,400	267
15.0	Director, Church Relations	$25,570	$20,852	$30,185	70
16.0	Director, Learning Resources Center	$22,037	$18,200	$26,101	84
17.0	Director, Library Services	$25,497	$21,067	$31,700	279
18.0	Director, Computer Center	$28,000	$23,000	$34,340	157
19.0	Director, Computer Center Operations/Academic	$29,370	$24,241	$34,000	61
20.0	Director, Computer Center Operations/Administrative	$25,000	$18,725	$33,000	62
21.0	Director, Educational Media Services	$20,825	$16,600	$25,390	82
22.0	Director, Institutional Research	$23,868	$20,000	$29,000	53
23.0	Director, Special and Deferred Gifts	$29,472	$23,276	$35,065	90
24.0	Administrator, Grants and Contracts	$25,560	$21,630	$35,310	49
25.0	Director, Affirmative Action/Equal Employment	$30,980	$26,145	$41,372	10
26.0	Chaplain	$24,000	$17,281	$29,600	165
27.0	Comptroller	$27,300	$22,363	$35,100	165
28.0	Director, Accounting	$22,500	$16,400	$27,273	83
29.0	Director, Internal Audit	$27,480	$23,500	$36,230	22
30.0	Bursar	$21,792	$16,000	$27,300	47
31.0	Director, Food Services	$21,700	$18,452	$27,401	80
32.0	Chief Physical Plant/Facilities Management Officer	$26,071	$21,421	$32,025	232
33.0	Director, Student Activities	$18,000	$15,400	$22,333	130
34.0	Director, Purchasing	$21,500	$17,400	$26,390	91
35.0	Director, Bookstore	$16,000	$12,500	$20,125	204
36.0	Director, Campus Security	$18,590	$14,300	$24,000	126
37.0	Director, Information Systems	$36,771	$23,075	$42,000	23
38.0	Director, News Bureau	$19,000	$16,353	$21,200	64
39.0	Director, Auxiliary Services	$28,250	$24,000	$38,150	33
40.0	Director, Admissions	$26,500	$22,171	$32,514	233
41.0	Director, Foreign Students	$21,360	$18,000	$24,976	46
42.0	Director, International Studies Education	$28,516	$24,545	$31,879	19
43.0	Director, Student Financial Aid	$21,500	$18,000	$26,208	259
44.0	Director, Student Placement	$21,600	$18,000	$25,000	167
45.0	Director, Student Counseling	$25,206	$19,475	$31,082	146
46.0	Director, Student Union	$21,507	$18,936	$26,898	54
47.0	Director, Student Health Services (Physician Administrator)	$27,891	$20,250	$45,933	28
48.0	Director, Student Health Services (Nurse Administrator)	$17,850	$14,233	$21,250	146
49.0	Director, Student Housing	$18,500	$14,500	$23,278	150
50.0	Director, Athletics	$29,000	$22,826	$35,007	194
51.0	Director, Athletics/Men	$28,350	$26,300	$35,450	17
52.0	Director, Athletics/Women	$25,632	$20,890	$29,600	39
53.0	Director, Campus Recreation/Intramurals	$18,605	$15,273	$25,200	67
54.0	Director, Alumni Affairs	$21,500	$17,977	$26,656	196
55.0	Director, Information Office	$19,979	$17,173	$26,000	73
56.0	Director, Community Services	$18,415	$15,130	$23,000	14
58.0	Director, Publications	$21,850	$17,680	$27,120	52
60.0	Chief Planning and Budget Officer	$39,000	$36,012	$55,024	10
61.0	Chief Development and Public Relations Officer	$44,300	$31,513	$57,500	40
62.0	Director, Personnel and Affirmative Action	$23,885	$19,240	$33,000	33
63.0	Director, Admissions and Financial Aid	$32,839	$24,365	$37,700	41
65.0	Director, Development and Alumni Affairs	$24,385	$18,776	$26,000	13
66.0	Director, Admissions and Registrar	$25,000	$16,380	$34,900	20
70.0	Dean, Arts and Sciences	$43,500	$34,680	$53,000	54
71.0	Dean, Business	$44,500	$31,143	$55,000	81
73.0	Dean, Continuing Education	$31,126	$24,260	$41,281	68
75.0	Dean, Education	$36,853	$28,160	$44,098	55
76.0	Dean, Engineering	$55,000	$50,100	$61,998	14
79.0	Dean, Fine Arts	$32,388	$28,088	$40,389	23
80.0	Dean, Graduate Programs	$38,000	$32,400	$47,500	45
83.0	Dean, Humanities	$30,282	$25,363	$35,742	31
85.0	Dean, Law	$74,735	$65,000	$78,650	27
89.0	Dean, Music	$32,398	$28,940	$39,000	21
90.0	Dean, Nursing	$34,848	$32,000	$46,000	47
94.0	Dean, Sciences	$31,525	$28,141	$38,359	34
95.0	Dean, Social Sciences	$31,267	$25,143	$37,604	29
97.0	Dean, Special Programs	$27,300	$20,750	$41,950	15

Table 6
System Offices (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** Not specified. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1984/85 BUDGET RANGE:** Not specified. **CASES SELECTED:** 86.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$72,716	$63,640	$88,000	83
2.0	Chief Executive Officer, Single Institution	$58,950	$55,298	$64,000	15
3.0	Executive Vice President	$61,728	$53,240	$75,750	32
4.0	Chief Academic Officer	$57,000	$47,900	$68,600	67
5.0	Chief Business Officer	$56,000	$46,900	$62,341	77
6.0	Chief Student Affairs Officer	$44,905	$38,424	$51,500	40
7.0	Chief Development Officer	$42,422	$34,482	$64,000	33
8.0	Chief Public Relations Officer	$43,833	$36,886	$50,600	41
9.0	Chief Planning Officer	$46,432	$38,500	$53,600	26
10.0	Chief Personnel/Human Resources Officer	$45,195	$37,162	$58,319	57
11.0	Chief Health Professions Officer	$63,420	$37,950	$93,900	15
12.0	Chief Budgeting Officer	$45,036	$34,176	$56,350	45
13.0	General Counsel	$55,000	$48,348	$68,247	35
14.0	Registrar	$33,576	$27,040	$42,156	34
16.0	Director, Learning Resources Center	$37,654	$32,727	$41,340	20
17.0	Director, Library Services	$39,550	$28,948	$53,814	25
18.0	Director, Computer Center	$42,428	$34,176	$51,412	52
19.0	Director, Computer Center Operations/Academic	$42,500	$37,620	$49,968	16
20.0	Director, Computer Center Operations/Administrative	$44,037	$39,323	$53,016	19
21.0	Director, Educational Media Services	$32,240	$25,900	$39,000	21
22.0	Director, Institutional Research	$38,493	$32,503	$43,700	40
23.0	Director, Special and Deferred Gifts	$33,375	$31,547	$38,452	7
24.0	Administrator, Grants and Contracts	$40,406	$35,000	$44,000	26
25.0	Director, Affirmative Action/Equal Employment	$36,400	$34,200	$40,450	26
27.0	Comptroller	$44,000	$36,000	$51,442	50
28.0	Director, Accounting	$38,900	$33,428	$43,756	39
29.0	Director, Internal Audit	$40,287	$33,640	$47,500	47
30.0	Bursar	$36,504	$30,351	$42,000	18
31.0	Director, Food Services	$35,541	$35,200	$44,994	10
32.0	Chief Physical Plant/Facilities Management Officer	$43,953	$35,904	$53,209	56
33.0	Director, Student Activities	$30,070	$25,349	$39,136	25
34.0	Director, Purchasing	$35,541	$30,763	$43,000	50
35.0	Director, Bookstore	$23,346	$19,458	$32,002	28
36.0	Director, Campus Security	$32,376	$27,336	$44,473	28
37.0	Director, Information Systems	$46,500	$38,942	$54,000	25
38.0	Director, News Bureau	$27,100	$21,510	$39,217	22
39.0	Director, Auxiliary Services	$40,020	$32,805	$50,894	17
40.0	Director, Admissions	$38,475	$31,547	$44,131	31
41.0	Director, Foreign Students	$31,043	$25,684	$36,800	7
42.0	Director, International Studies Education	$34,427	$30,000	$55,640	8
43.0	Director, Student Financial Aid	$33,501	$29,880	$40,800	47
44.0	Director, Student Placement	$29,079	$24,720	$38,796	27
45.0	Director, Student Counseling	$37,985	$31,068	$44,500	27
46.0	Director, Student Union	$36,139	$29,000	$44,928	7
47.0	Director, Student Health Services (Physician Administrator)	$63,250	$59,000	$69,220	8
48.0	Director, Student Health Services (Nurse Administrator)	$27,303	$22,092	$35,061	7
49.0	Director, Student Housing	$24,868	$19,968	$39,000	16
50.0	Director, Athletics	$43,824	$34,876	$52,201	28
52.0	Director, Athletics/Women	$29,508	$24,350	$39,217	6
53.0	Director, Campus Recreation/Intramurals	$32,800	$21,894	$41,965	7
54.0	Director, Alumni Affairs	$32,400	$25,000	$47,664	24
55.0	Director, Information Office	$38,403	$30,384	$46,750	21
56.0	Director, Community Services	$38,381	$27,600	$50,056	15
57.0	Administrator, Hospital Medical Center	$69,821	$61,000	$80,000	5
58.0	Director, Publications	$29,100	$26,234	$35,000	19
59.0	Director, Risk Management and Insurance	$38,000	$27,825	$43,800	21
60.0	Chief Planning and Budget Officer	$45,136	$38,540	$55,004	8
61.0	Chief Development and Public Relations Officer	$63,750	$45,265	$74,000	12
62.0	Director, Personnel and Affirmative Action	$45,339	$33,904	$53,350	17
63.0	Director, Admissions and Financial Aid	$49,000	$31,641	$61,000	6
66.0	Director, Admissions and Registrar	$36,897	$33,368	$45,351	13
68.0	Dean, Agriculture	$65,096	$36,084	$75,000	7
70.0	Dean, Arts and Sciences	$49,000	$40,000	$67,000	14
71.0	Dean, Business	$49,864	$41,200	$70,000	25
72.0	Dean, Communications	$48,853	$35,211	$62,800	7
73.0	Dean, Continuing Education	$40,797	$36,084	$52,879	27
75.0	Dean, Education	$60,645	$42,279	$65,100	14
76.0	Dean, Engineering	$62,607	$60,700	$71,627	8
79.0	Dean, Fine Arts	$65,096	$49,864	$66,000	5
80.0	Dean, Graduate Programs	$63,300	$61,700	$72,800	10
81.0	Dean, Health Related Professions	$49,463	$41,062	$53,500	9
83.0	Dean, Humanities	$34,834	$31,000	$47,953	8
84.0	Dean, Instruction	$44,338	$44,046	$48,040	6
85.0	Dean, Law	$76,000	$75,701	$80,500	10
87.0	Dean, Mathematics	$40,430	$35,000	$45,963	8
88.0	Dean, Medicine	$95,000	$85,900	$99,953	8
90.0	Dean, Nursing	$42,660	$33,528	$59,000	20
91.0	Dean, Occupation Studies/Vocational Education/Technology	$39,938	$36,084	$45,435	22
92.0	Dean, Pharmacy	$57,553	$54,784	$58,000	5
94.0	Dean, Sciences	$40,797	$37,963	$51,033	9
95.0	Dean, Social Sciences	$38,900	$36,856	$43,929	10
96.0	Dean, Social Work	$58,000	$55,700	$63,844	6

Table 7
ALL UNIVERSITIES (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1984/85 BUDGET RANGE:** Not specified. **CASES SELECTED:** 434.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$85,186	$74,114	$97,400	68
2.0	Chief Executive Officer, Single Institution	$74,900	$65,725	$88,500	349
3.0	Executive Vice President	$65,000	$54,276	$80,000	108
4.0	Chief Academic Officer	$62,354	$55,000	$74,000	383
5.0	Chief Business Officer	$58,596	$50,523	$68,300	389
6.0	Chief Student Affairs Officer	$51,303	$43,900	$59,808	382
7.0	Chief Development Officer	$50,175	$42,000	$61,200	257
8.0	Chief Public Relations Officer	$41,909	$33,312	$51,000	233
9.0	Chief Planning Officer	$50,000	$41,000	$61,045	103
10.0	Chief Personnel/Human Resources Officer	$39,720	$32,635	$49,600	313
11.0	Chief Health Professions Officer	$89,400	$76,306	$112,000	54
12.0	Chief Budgeting Officer	$43,000	$35,000	$51,000	220
13.0	General Counsel	$51,227	$41,410	$62,000	140
14.0	Registrar	$36,370	$31,5[illegible]	$41,025	339
16.0	Director, Learning Resources Center	$35,398	$27,[illegible]	$44,152	135
17.0	Director, Library Services	$44,900	[illegible],688	$54,120	371
18.0	Director, Computer Center	$44,871	$37,649	$51,200	297
19.0	Director, Computer Center Operations/Academic	$42,545	$33,20[illegible]	$48,500	158
20.0	Director, Computer Center Operations/Administrative	$41,784	$34,070	$50,960	156
21.0	Director, Educational Media Services	$34,020	$26,325	$41,000	192
22.0	Director, Institutional Research	$38,000	$31,350	$44,879	230
23.0	Director, Special and Deferred Gifts	$36,850	$31,200	$43,000	109
24.0	Administrator, Grants and Contracts	$40,500	$32,363	$49,696	247
25.0	Director, Affirmative Action/Equal Employment	$35,650	$30,500	$42,800	214
26.0	Chaplain	$28,080	$23,554	$37,334	74
27.0	Comptroller	$42,500	$37,430	$51,000	306
28.0	Director, Accounting	$34,875	$28,565	$41,000	229
29.0	Director, Internal Audit	$34,915	$28,725	$42,000	230
30.0	Bursar	$31,319	$24,498	$37,080	176
31.0	Director, Food Services	$34,100	$29,420	$40,855	154
32.0	Chief Physical Plant/Facilities Management Officer	$42,312	$35,463	$49,680	391
33.0	Director, Student Activities	$28,668	$23,500	$36,641	253
34.0	Director, Purchasing	$32,500	$26,250	$38,229	338
35.0	Director, Bookstore	$29,786	$22,800	$34,500	279
36.0	Director, Campus Security	$30,999	$25,200	$37,764	358
37.0	Director, Information Systems	$43,630	$37,500	$53,000	108
38.0	Director, News Bureau	$28,205	$23,005	$33,716	163
39.0	Director, Auxiliary Services	$40,400	$34,925	$48,800	162
40.0	Director, Admissions	$35,500	$30,740	$41,850	312
41.0	Director, Foreign Students	$27,851	$22,500	$34,350	160
42.0	Director, International Studies Education	$40,000	$29,425	$51,851	89
43.0	Director, Student Financial Aid	$33,334	$28,715	$38,748	393
44.0	Director, Student Placement	$31,595	$27,060	$36,800	350
45.0	Director, Student Counseling	$36,050	$30,100	$41,538	314
46.0	Director, Student Union	$32,500	$27,134	$38,109	225
47.0	Director, Student Health Services (Physician Administrator)	$59,000	$50,618	$68,300	184
48.0	Director, Student Health Services (Nurse Administrator)	$23,556	$20,202	$27,000	165
49.0	Director, Student Housing	$31,500	$25,107	$38,550	281
50.0	Director, Athletics	$44,000	$37,381	$55,000	321
51.0	Director, Athletics/Men	$39,984	$33,500	$47,500	54
52.0	Director, Athletics/Women	$33,782	$28,201	$40,018	110
53.0	Director, Campus Recreation/Intramurals	$27,716	$22,080	$34,000	216
54.0	Director, Alumni Affairs	$31,050	$25,845	$39,690	321
55.0	Director, Information Office	$33,847	$27,594	$40,260	175
56.0	Director, Community Services	$33,200	$27,808	$43,700	58
57.0	Administrator, Hospital Medical Center	$80,450	$64,800	$99,000	30
58.0	Director, Publications	$30,007	$25,400	$35,466	180
59.0	Director, Risk Management and Insurance	$38,000	$28,578	$43,800	71
60.0	Chief Planning and Budget Officer	$51,196	$45,576	$58,500	61
61.0	Chief Development and Public Relations Officer	$55,640	$48,200	$66,000	88
62.0	Director, Personnel and Affirmative Action	$34,150	$30,528	$41,213	61
63.0	Director, Admissions and Financial Aid	$47,333	$35,900	$53,500	41
64.0	Director, Housing and Food Services	$43,250	$39,146	$51,000	42
66.0	Director, Admissions and Registrar	$41,106	$34,900	$46,584	72
67.0	Dean, Architecture	$61,344	$55,000	$68,000	58
68.0	Dean, Agriculture	$62,931	$54,594	$71,000	66
69.0	Dean, Arts and Letters	$53,256	$46,670	$61,270	55
70.0	Dean, Arts and Sciences	$56,014	$48,380	$65,000	253
71.0	Dean, Business	$57,240	$50,004	$67,000	331
72.0	Dean, Communications	$55,200	$48,824	$63,554	38
73.0	Dean, Continuing Education	$47,500	$41,000	$54,000	210
74.0	Dean, Dentistry	$81,048	$75,000	$98,000	34
75.0	Dean, Education	$53,000	$46,224	$60,440	285
76.0	Dean, Engineering	$67,000	$58,428	$77,000	168
78.0	Dean, Extension	$56,719	$44,652	$65,000	48
79.0	Dean, Fine Arts	$52,000	$46,488	$60,504	102
80.0	Dean, Graduate Programs	$54,720	$47,844	$63,180	253
81.0	Dean, Health Related Professions	$54,500	$48,384	$62,400	64
82.0	Dean, Home Economics	$56,475	$46,435	$64,970	49
83.0	Dean, Humanities	$50,189	$42,532	$61,000	56
85.0	Dean, Law	$77,850	$71,050	$87,000	122
86.0	Dean, Library and Information Sciences	$50,560	$46,900	$55,000	47
88.0	Dean, Medicine	$102,955	$89,270	$128,423	58
89.0	Dean, Music	$55,000	$42,576	$64,600	51
90.0	Dean, Nursing	$52,000	$45,000	$60,642	145
94.0	Dean, Sciences	$51,250	$44,500	$63,110	101
95.0	Dean, Social Sciences	$45,000	$38,866	$64,613	51
96.0	Dean, Social Work	$56,500	$50,004	$64,961	58
98.0	Dean, Undergraduate Programs	$50,194	$42,000	$57,500	47

Table 8

PUBLIC UNIVERSITIES WITH ENROLLMENTS 4,999 OR LESS (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** 1 thru 4,999. **1984/85 BUDGET RANGE:** Not specified. **CASES SELECTED:** 72.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$59,220	$56,242	$68,900	7
2.0	Chief Executive Officer, Single Institution	$64,300	$58,970	$74,771	63
3.0	Executive Vice President	$50,523	$47,482	$59,059	14
4.0	Chief Academic Officer	$54,300	$46,500	$58,909	66
5.0	Chief Business Officer	$47,824	$41,715	$56,600	70
6.0	Chief Student Affairs Officer	$44,069	$38,244	$50,523	67
7.0	Chief Development Officer	$41,000	$34,100	$43,925	36
8.0	Chief Public Relations Officer	$34,000	$26,900	$39,655	36
9.0	Chief Planning Officer	$41,000	$39,500	$52,026	14
10.0	Chief Personnel/Human Resources Officer	$30,655	$25,200	$33,708	40
12.0	Chief Budgeting Officer	$34,814	$29,200	$40,931	21
13.0	General Counsel	$37,824	$33,000	$48,880	8
14.0	Registrar	$33,000	$28,356	$36,500	51
16.0	Director, Learning Resources Center	$29,594	$23,700	$36,665	26
17.0	Director, Library Services	$36,732	$33,779	$42,000	62
18.0	Director, Computer Center	$37,210	$31,240	$41,287	49
19.0	Director, Computer Center Operations/Academic	$34,140	$27,891	$38,371	12
20.0	Director, Computer Center Operations/Administrative	$31,860	$30,144	$39,200	14
21.0	Director, Educational Media Services	$28,911	$21,600	$36,936	30
22.0	Director, Institutional Research	$34,875	$28,250	$38,500	31
24.0	Administrator, Grants and Contracts	$32,957	$20,909	$42,300	23
25.0	Director, Affirmative Action/Equal Employment	$35,000	$32,560	$41,232	27
27.0	Comptroller	$34,550	$29,581	$39,100	34
28.0	Director, Accounting	$30,875	$22,500	$34,977	27
29.0	Director, Internal Audit	$28,032	$24,756	$32,921	20
30.0	Bursar	$24,600	$19,152	$30,350	19
31.0	Director, Food Services	$29,935	$27,000	$33,250	12
32.0	Chief Physical Plant/Facilities Management Officer	$37,000	$31,500	$41,019	66
33.0	Director, Student Activities	$27,251	$21,000	$32,000	41
34.0	Director, Purchasing	$25,600	$21,838	$29,940	43
35.0	Director, Bookstore	$22,092	$19,290	$28,246	46
36.0	Director, Campus Security	$25,328	$21,632	$29,044	53
37.0	Director, Information Systems	$31,224	$28,712	$41,200	6
38.0	Director, News Bureau	$23,500	$21,500	$29,489	14
39.0	Director, Auxiliary Services	$29,568	$25,020	$32,000	17
40.0	Director, Admissions	$30,183	$25,000	$34,835	39
41.0	Director, Foreign Students	$23,655	$22,500	$32,256	14
43.0	Director, Student Financial Aid	$29,000	$25,000	$32,196	64
44.0	Director, Student Placement	$28,000	$24,102	$31,055	51
45.0	Director, Student Counseling	$31,068	$28,077	$37,663	42
46.0	Director, Student Union	$27,180	$21,800	$35,195	24
47.0	Director, Student Health Services (Physician Administrator)	$42,116	$27,804	$51,233	14
48.0	Director, Student Health Services (Nurse Administrator)	$20,200	$18,026	$24,720	22
49.0	Director, Student Housing	$25,107	$18,960	$28,644	33
50.0	Director, Athletics	$38,643	$32,196	$42,400	48
51.0	Director, Athletics/Men	$37,730	$28,201	$46,200	5
52.0	Director, Athletics/Women	$30,900	$28,201	$42,491	9
53.0	Director, Campus Recreation/Intramurals	$24,000	$17,352	$29,784	21
54.0	Director, Alumni Affairs	$24,843	$20,000	$27,946	41
55.0	Director, Information Office	$27,456	$20,500	$31,518	27
56.0	Director, Community Services	$30,500	$25,300	$38,000	10
58.0	Director, Publications	$26,300	$21,200	$33,353	11
60.0	Chief Planning and Budget Officer	$38,000	$34,200	$46,968	9
61.0	Chief Development and Public Relations Officer	$41,232	$36,885	$46,200	12
62.0	Director, Personnel and Affirmative Action	$29,500	$26,675	$32,391	19
63.0	Director, Admissions and Financial Aid	$32,500	$25,600	$39,200	6
65.0	Director, Development and Alumni Affairs	$31,390	$25,000	$34,312	8
66.0	Director, Admissions and Registrar	$34,924	$30,236	$41,106	15
68.0	Dean, Agriculture	$48,553	$45,923	$59,533	9
69.0	Dean, Arts and Letters	$40,000	$38,937	$43,970	8
70.0	Dean, Arts and Sciences	$48,500	$44,600	$53,230	36
71.0	Dean, Business	$49,672	$43,968	$55,608	52
73.0	Dean, Continuing Education	$42,168	$36,118	$46,900	31
75.0	Dean, Education	$44,496	$38,937	$51,000	52
76.0	Dean, Engineering	$52,300	$42,000	$62,000	8
78.0	Dean, Extension	$43,493	$37,724	$57,700	9
79.0	Dean, Fine Arts	$41,927	$32,700	$47,500	11
80.0	Dean, Graduate Programs	$46,041	$43,000	$55,587	27
81.0	Dean, Health Related Professions	$47,280	$46,808	$49,494	9
83.0	Dean, Humanities	$45,413	$36,750	$50,952	13
87.0	Dean, Mathematics	$36,390	$29,250	$42,000	9
90.0	Dean, Nursing	$44,004	$37,900	$50,000	21
91.0	Dean, Occupation Studies/Vocational Education/Technology	$40,000	$35,970	$53,243	6
94.0	Dean, Sciences	$41,120	$38,937	$46,993	21
95.0	Dean, Social Sciences	$35,910	$31,350	$42,485	10

Table 9
PUBLIC UNIVERSITIES WITH ENROLLMENTS 5,000-9,999 (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** 5,000 thru 9,999. **1984/85 BUDGET RANGE:** Not specified. **CASES SELECTED:** 86.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$68,000	$62,000	$72,700	81
3.0	Executive Vice President	$55,000	$50,000	$60,408	18
4.0	Chief Academic Officer	$60,000	$55,660	$64,968	79
5.0	Chief Business Officer	$55,000	$50,523	$59,850	83
6.0	Chief Student Affairs Officer	$50,370	$47,000	$53,508	82
7.0	Chief Development Officer	$45,000	$37,000	$50,800	55
8.0	Chief Public Relations Officer	$38,559	$31,173	$45,100	40
9.0	Chief Planning Officer	$45,312	$39,697	$52,000	19
10.0	Chief Personnel/Human Resources Officer	$34,875	$31,117	$39,429	68
12.0	Chief Budgeting Officer	$38,900	$34,680	$44,748	49
13.0	General Counsel	$37,400	$35,775	$51,468	26
14.0	Registrar	$36,064	$32,943	$40,088	63
16.0	Director, Learning Resources Center	$39,000	$30,680	$46,851	27
17.0	Director, Library Services	$43,436	$39,009	$47,500	74
18.0	Director, Computer Center	$43,470	$38,745	$46,308	70
19.0	Director, Computer Center Operations/Academic	$36,005	$31,200	$42,545	23
20.0	Director, Computer Center Operations/Administrative	$35,210	$31,000	$39,250	23
21.0	Director, Educational Media Services	$32,265	$29,940	$38,951	39
22.0	Director, Institutional Research	$37,000	$31,900	$41,232	51
23.0	Director, Special and Deferred Gifts	$33,500	$28,600	$43,255	10
24.0	Administrator, Grants and Contracts	$32,679	$27,780	$42,952	50
25.0	Director, Affirmative Action/Equal Employment	$32,000	$27,980	$37,025	53
27.0	Comptroller	$40,340	$36,737	$44,180	59
28.0	Director, Accounting	$32,278	$28,416	$36,000	41
29.0	Director, Internal Audit	$30,000	$28,000	$33,875	44
30.0	Bursar	$26,420	$22,452	$31,319	28
31.0	Director, Food Services	$30,836	$29,131	$33,144	33
32.0	Chief Physical Plant/Facilities Management Officer	$39,639	$35,463	$43,480	82
33.0	Director, Student Activities	$28,668	$24,516	$35,112	46
34.0	Director, Purchasing	$28,847	$24,935	$32,640	78
35.0	Director, Bookstore	$27,708	$23,800	$31,500	58
36.0	Director, Campus Security	$27,677	$24,640	$32,322	76
37.0	Director, Information Systems	$37,488	$32,006	$45,050	18
38.0	Director, News Bureau	$25,952	$22,823	$28,692	30
39.0	Director, Auxiliary Services	$37,956	$33,660	$40,752	40
40.0	Director, Admissions	$34,000	$29,997	$37,644	63
41.0	Director, Foreign Students	$26,520	$22,500	$32,431	27
42.0	Director, International Studies Education	$43,332	$32,256	$51,945	15
43.0	Director, Student Financial Aid	$31,883	$29,819	$35,580	83
44.0	Director, Student Placement	$31,300	$27,947	$35,832	67
45.0	Director, Student Counseling	$35,078	$31,055	$39,687	72
46.0	Director, Student Union	$31,713	$26,900	$34,824	60
47.0	Director, Student Health Services (Physician Administrator)	$57,395	$49,768	$63,227	38
48.0	Director, Student Health Services (Nurse Administrator)	$23,413	$20,998	$25,688	36
49.0	Director, Student Housing	$30,876	$26,400	$34,029	60
50.0	Director, Athletics	$41,182	$36,920	$45,459	73
51.0	Director, Athletics/Men	$37,663	$34,140	$44,218	11
52.0	Director, Athletics/Women	$29,286	$25,970	$34,499	20
53.0	Director, Campus Recreation/Intramurals	$25,591	$21,215	$29,796	43
54.0	Director, Alumni Affairs	$28,500	$25,207	$32,000	69
55.0	Director, Information Office	$30,805	$26,719	$36,540	36
56.0	Director, Community Services	$39,240	$37,570	$42,289	9
58.0	Director, Publications	$27,304	$23,850	$30,096	36
59.0	Director, Risk Management and Insurance	$30,430	$28,917	$38,200	7
60.0	Chief Planning and Budget Officer	$45,576	$42,840	$48,672	9
61.0	Chief Development and Public Relations Officer	$49,455	$45,576	$50,892	13
62.0	Director, Personnel and Affirmative Action	$35,200	$33,504	$36,300	8
64.0	Director, Housing and Food Services	$38,905	$34,000	$41,000	7
65.0	Director, Development and Alumni Affairs	$37,945	$37,820	$55,000	6
66.0	Director, Admissions and Registrar	$40,392	$37,552	$45,876	26
68.0	Dean, Agriculture	$50,000	$49,008	$55,785	8
69.0	Dean, Arts and Letters	$50,239	$46,670	$54,215	15
70.0	Dean, Arts and Sciences	$52,085	$48,355	$56,707	57
71.0	Dean, Business	$52,911	$49,500	$56,104	70
73.0	Dean, Continuing Education	$44,800	$41,172	$47,824	45
75.0	Dean, Education	$49,917	$47,675	$53,880	73
76.0	Dean, Engineering	$58,838	$52,850	$66,381	27
78.0	Dean, Extension	$45,944	$44,652	$60,500	6
79.0	Dean, Fine Arts	$47,300	$44,760	$50,239	22
80.0	Dean, Graduate Programs	$49,992	$45,966	$54,400	63
81.0	Dean, Health Related Professions	$50,300	$47,711	$55,068	15
82.0	Dean, Home Economics	$50,750	$48,000	$54,631	6
83.0	Dean, Humanities	$48,400	$45,983	$57,000	12
85.0	Dean, Law	$63,003	$60,592	$68,340	10
86.0	Dean, Library and Information Sciences	$47,824	$45,500	$51,000	9
88.0	Dean, Medicine	$89,270	$74,465	$102,955	7
90.0	Dean, Nursing	$48,400	$44,268	$51,681	32
91.0	Dean, Occupation Studies/Vocational Education/Technology	$48,650	$45,822	$51,600	16
92.0	Dean, Pharmacy	$51,250	$50,340	$59,810	5
94.0	Dean, Sciences	$49,380	$45,180	$53,350	22
95.0	Dean, Social Sciences	$44,000	$41,604	$47,824	9
96.0	Dean, Social Work	$50,239	$35,700	$57,500	6
97.0	Dean, Special Programs	$43,000	$37,275	$53,000	7
98.0	Dean, Undergraduate Programs	$50,194	$48,000	$52,548	9

Table 10
PUBLIC UNIVERSITIES WITH ENROLLMENTS 10,000-19,999 (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** 10,000 thru 19,999. **1984/85 BUDGET RANGE:** Not specified. **CASES SELECTED:** 83.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$86,000	$74,114	$90,945	16
2.0	Chief Executive Officer, Single Institution	$80,000	$72,144	$87,799	66
3.0	Executive Vice President	$72,000	$62,175	$74,580	18
4.0	Chief Academic Officer	$68,995	$62,856	$75,000	76
5.0	Chief Business Officer	$63,408	$57,132	$69,649	77
6.0	Chief Student Affairs Officer	$58,000	$53,072	$63,530	80
7.0	Chief Development Officer	$52,800	$46,224	$60,000	49
8.0	Chief Public Relations Officer	$45,373	$39,520	$52,390	44
9.0	Chief Planning Officer	$52,026	$45,477	$60,200	23
10.0	Chief Personnel/Human Resources Officer	$42,647	$38,940	$47,600	73
11.0	Chief Health Professions Officer	$85,000	$77,800	$90,750	13
12.0	Chief Budgeting Officer	$43,650	$37,920	$51,839	57
13.0	General Counsel	$47,436	$43,450	$53,100	38
14.0	Registrar	$38,115	$35,210	$43,605	70
16.0	Director, Learning Resources Center	$37,735	$30,667	$43,146	28
17.0	Director, Library Services	$51,847	$46,980	$57,000	74
18.0	Director, Computer Center	$49,500	$45,000	$53,286	59
19.0	Director, Computer Center Operations/Academic	$40,500	$34,284	$47,547	34
20.0	Director, Computer Center Operations/Administrative	$42,540	$38,836	$50,800	33
21.0	Director, Educational Media Services	$40,150	$35,737	$44,071	45
22.0	Director, Institutional Research	$40,656	$33,475	$46,500	62
23.0	Director, Special and Deferred Gifts	$32,643	$28,647	$41,600	18
24.0	Administrator, Grants and Contracts	$44,484	$37,000	$50,442	65
25.0	Director, Affirmative Action/Equal Employment	$35,000	$29,767	$41,800	57
27.0	Comptroller	$45,200	$41,000	$50,086	61
28.0	Director, Accounting	$35,436	$30,250	$39,856	48
29.0	Director, Internal Audit	$34,500	$29,485	$38,093	63
30.0	Bursar	$32,910	$27,086	$37,250	44
31.0	Director, Food Services	$35,636	$29,561	$40,227	44
32.0	Chief Physical Plant/Facilities Management Officer	$45,500	$42,727	$50,400	79
33.0	Director, Student Activities	$34,400	$29,228	$40,400	58
34.0	Director, Purchasing	$35,400	$31,919	$39,300	78
35.0	Director, Bookstore	$32,900	$29,484	$36,460	57
36.0	Director, Campus Security	$35,400	$32,092	$39,768	77
37.0	Director, Information Systems	$43,202	$38,352	$50,800	30
38.0	Director, News Bureau	$29,897	$25,512	$33,312	38
39.0	Director, Auxiliary Services	$43,068	$40,126	$49,000	43
40.0	Director, Admissions	$37,570	$34,000	$42,504	65
41.0	Director, Foreign Students	$27,888	$22,500	$36,210	43
42.0	Director, International Studies Education	$36,970	$30,100	$49,500	27
43.0	Director, Student Financial Aid	$36,144	$33,962	$39,735	80
44.0	Director, Student Placement	$35,000	$30,996	$39,554	75
45.0	Director, Student Counseling	$40,362	$35,845	$43,000	73
46.0	Director, Student Union	$35,000	$28,548	$39,554	57
47.0	Director, Student Health Services (Physician Administrator)	$57,564	$52,200	$65,412	60
48.0	Director, Student Health Services (Nurse Administrator)	$26,598	$23,000	$30,000	30
49.0	Director, Student Housing	$35,700	$30,123	$40,874	63
50.0	Director, Athletics	$51,631	$45,100	$60,000	61
51.0	Director, Athletics/Men	$40,721	$36,775	$45,170	15
52.0	Director, Athletics/Women	$35,529	$27,716	$39,162	31
53.0	Director, Campus Recreation/Intramurals	$30,667	$26,747	$34,608	61
54.0	Director, Alumni Affairs	$34,500	$30,839	$40,000	69
55.0	Director, Information Office	$36,000	$32,626	$40,320	37
56.0	Director, Community Services	$31,752	$26,496	$35,693	16
57.0	Administrator, Hospital Medical Center	$80,450	$76,975	$91,392	10
58.0	Director, Publications	$31,918	$27,378	$36,850	47
59.0	Director, Risk Management and Insurance	$32,946	$26,616	$35,396	19
60.0	Chief Planning and Budget Officer	$51,500	$49,980	$58,500	13
61.0	Chief Development and Public Relations Officer	$60,797	$53,600	$64,890	17
62.0	Director, Personnel and Affirmative Action	$42,408	$38,184	$47,800	6
64.0	Director, Housing and Food Services	$42,300	$37,100	$43,594	12
65.0	Director, Development and Alumni Affairs	$44,310	$41,784	$49,428	10
66.0	Director, Admissions and Registrar	$42,553	$40,008	$49,000	14
67.0	Dean, Architecture	$58,440	$50,100	$61,594	18
68.0	Dean, Agriculture	$59,500	$57,600	$67,938	22
69.0	Dean, Arts and Letters	$57,800	$50,978	$62,065	14
70.0	Dean, Arts and Sciences	$62,400	$58,638	$66,542	50
71.0	Dean, Business	$61,500	$56,609	$66,414	75
72.0	Dean, Communications	$52,032	$47,472	$58,000	7
73.0	Dean, Continuing Education	$52,500	$47,500	$57,000	50
74.0	Dean, Dentistry	$79,570	$72,528	$98,000	8
75.0	Dean, Education	$57,750	$54,828	$61,000	68
76.0	Dean, Engineering	$67,000	$60,000	$71,750	51
77.0	Dean, Experimental Programs	$59,500	$49,000	$65,387	5
78.0	Dean, Extension	$56,390	$47,500	$63,529	16
79.0	Dean, Fine Arts	$56,000	$52,000	$59,500	33
80.0	Dean, Graduate Programs	$55,817	$50,952	$63,000	72
81.0	Dean, Health Related Professions	$58,636	$53,000	$62,558	25
82.0	Dean, Home Economics	$54,828	$46,435	$58,000	16
83.0	Dean, Humanities	$53,072	$48,348	$59,900	11
85.0	Dean, Law	$76,730	$70,000	$82,700	21
86.0	Dean, Library and Information Sciences	$52,716	$50,000	$54,000	15
88.0	Dean, Medicine	$95,000	$85,000	$103,155	13
89.0	Dean, Music	$56,490	$45,000	$59,032	11
90.0	Dean, Nursing	$58,000	$51,800	$62,200	31
91.0	Dean, Occupation Studies/Vocational Education/Technology	$55,150	$48,372	$58,680	14
92.0	Dean, Pharmacy	$59,800	$56,000	$64,700	13
94.0	Dean, Sciences	$56,340	$52,001	$66,072	25
95.0	Dean, Social Sciences	$60,000	$46,435	$75,900	10
96.0	Dean, Social Work	$55,483	$50,205	$64,961	16
97.0	Dean, Special Programs	$40,948	$34,000	$59,580	5
98.0	Dean, Undergraduate Programs	$49,600	$41,012	$56,782	16
99.0	Dean, Veterinary Medicine	$67,200	$65,800	$72,000	9

Table 11
PUBLIC UNIVERSITITES WITH ENROLLMENTS 20,000 OR MORE (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** 20,000 or more.
1984/85 BUDGET RANGE: Not specified. **CASES SELECTED:** 57.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$92,000	$80,000	$100,000	30
2.0	Chief Executive Officer, Single Institution	$87,888	$76,296	$96,000	31
3.0	Executive Vice President	$72,520	$65,200	$83,750	15
4.0	Chief Academic Officer	$78,000	$69,084	$85,000	51
5.0	Chief Business Officer	$70,000	$63,500	$77,000	51
6.0	Chief Student Affairs Officer	$62,475	$57,276	$68,000	38
7.0	Chief Development Officer	$59,649	$48,400	$71,461	26
8.0	Chief Public Relations Officer	$51,000	$45,359	$62,600	31
9.0	Chief Planning Officer	$54,800	$48,000	$71,000	15
10.0	Chief Personnel/Human Resources Officer	$50,100	$44,991	$57,600	44
11.0	Chief Health Professions Officer	$88,008	$76,306	$120,750	19
12.0	Chief Budgeting Officer	$50,032	$43,776	$57,057	38
13.0	General Counsel	$60,000	$51,227	$68,075	34
14.0	Registrar	$42,156	$36,700	$48,958	34
16.0	Director, Learning Resources Center	$44,333	$36,288	$50,750	20
17.0	Director, Library Services	$60,000	$55,500	$66,385	38
18.0	Director, Computer Center	$54,000	$51,348	$59,280	28
19.0	Director, Computer Center Operations/Academic	$54,000	$48,649	$62,540	28
20.0	Director, Computer Center Operations/Administrative	$48,588	$44,900	$56,150	31
21.0	Director, Educational Media Services	$40,203	$32,072	$46,476	24
22.0	Director, Institutional Research	$43,260	$40,000	$47,800	34
23.0	Director, Special and Deferred Gifts	$38,452	$35,700	$50,085	14
24.0	Administrator, Grants and Contracts	$49,540	$43,000	$59,065	43
25.0	Director, Affirmative Action/Equal Employment	$39,900	$36,000	$45,400	42
27.0	Comptroller	$52,000	$46,275	$59,143	41
28.0	Director, Accounting	$41,148	$36,483	$46,400	39
29.0	Director, Internal Audit	$43,500	$36,858	$47,000	46
30.0	Bursar	$35,848	$32,003	$39,202	25
31.0	Director, Food Services	$41,900	$37,904	$44,640	20
32.0	Chief Physical Plant/Facilities Management Officer	$55,000	$47,550	$59,500	45
33.0	Director, Student Activities	$39,000	$30,036	$42,859	24
34.0	Director, Purchasing	$43,078	$37,518	$49,700	43
35.0	Director, Bookstore	$35,040	$32,902	$42,037	30
36.0	Director, Campus Security	$44,350	$38,900	$48,760	41
37.0	Director, Information Systems	$53,000	$41,575	$56,500	20
38.0	Director, News Bureau	$34,474	$28,616	$40,279	28
39.0	Director, Auxiliary Services	$44,000	$40,282	$55,173	22
40.0	Director, Admissions	$42,100	$37,000	$50,056	35
41.0	Director, Foreign Students	$34,136	$30,272	$37,355	28
42.0	Director, International Studies Education	$45,265	$30,560	$55,590	23
43.0	Director, Student Financial Aid	$42,000	$37,878	$45,238	43
44.0	Director, Student Placement	$36,948	$34,000	$42,000	37
45.0	Director, Student Counseling	$44,100	$39,588	$52,500	38
46.0	Director, Student Union	$42,120	$37,200	$48,400	33
47.0	Director, Student Health Services (Physician Administrator)	$65,832	$60,255	$74,802	34
48.0	Director, Student Health Services (Nurse Administrator)	$27,000	$25,000	$29,058	11
49.0	Director, Student Housing	$43,736	$40,900	$47,350	29
50.0	Director, Athletics	$66,500	$60,324	$70,006	32
51.0	Director, Athletics/Men	$60,540	$47,400	$71,300	10
52.0	Director, Athletics/Women	$40,752	$35,537	$46,656	19
53.0	Director, Campus Recreation/Intramurals	$36,800	$29,005	$42,000	33
54.0	Director, Alumni Affairs	$41,667	$38,349	$49,600	30
55.0	Director, Information Office	$45,394	$37,000	$50,375	23
56.0	Director, Community Services	$32,266	$27,240	$57,700	8
57.0	Administrator, Hospital Medical Center	$80,000	$69,821	$98,975	13
58.0	Director, Publications	$36,518	$29,880	$43,273	27
59.0	Director, Risk Management and Insurance	$42,504	$38,522	$47,900	21
60.0	Chief Planning and Budget Officer	$57,750	$53,706	$63,276	16
61.0	Chief Development and Public Relations Officer	$67,200	$63,999	$76,000	13
62.0	Director, Personnel and Affirmative Action	$45,005	$41,213	$53,350	5
64.0	Director, Housing and Food Services	$51,000	$47,388	$57,700	12
65.0	Director, Development and Alumni Affairs	$49,400	$46,327	$56,200	5
66.0	Director, Admissions and Registrar	$49,780	$44,500	$53,170	10
67.0	Dean, Architecture	$63,603	$58,000	$68,000	24
68.0	Dean, Agriculture	$71,000	$65,096	$79,200	26
69.0	Dean, Arts and Letters	$64,900	$56,168	$75,500	8
70.0	Dean, Arts and Sciences	$70,452	$67,200	$79,600	26
71.0	Dean, Business	$74,000	$68,050	$78,312	37
72.0	Dean, Communications	$62,800	$53,880	$65,069	16
73.0	Dean, Continuing Education	$52,600	$49,038	$58,920	29
74.0	Dean, Dentistry	$76,900	$75,774	$81,750	10
75.0	Dean, Education	$65,100	$60,701	$71,040	38
76.0	Dean, Engineering	$76,618	$71,020	$81,000	37
78.0	Dean, Extension	$66,000	$62,600	$73,330	11
79.0	Dean, Fine Arts	$65,096	$51,978	$70,114	15
80.0	Dean, Graduate Programs	$66,399	$60,252	$76,000	33
81.0	Dean, Health Related Professions	$62,305	$53,076	$68,500	10
82.0	Dean, Home Economics	$66,000	$56,475	$69,500	19
83.0	Dean, Humanities	$70,000	$60,900	$75,701	8
85.0	Dean, Law	$80,340	$75,504	$87,800	28
86.0	Dean, Library and Information Sciences	$54,092	$47,602	$60,000	14
87.0	Dean, Mathematics	$59,477	$44,226	$77,040	8
88.0	Dean, Medicine	$96,768	$87,840	$128,423	19
89.0	Dean, Music	$63,073	$55,000	$68,000	13
90.0	Dean, Nursing	$64,270	$61,850	$71,000	21
91.0	Dean, Occupation Studies/Vocational Education/Technology	$63,800	$60,966	$69,350	6
92.0	Dean, Pharmacy	$68,750	$66,000	$73,000	20
93.0	Dean, Public Health	$73,000	$63,500	$79,920	5
94.0	Dean, Sciences	$69,240	$62,000	$79,000	14
95.0	Dean, Social Sciences	$66,233	$64,000	$75,516	7
96.0	Dean, Social Work	$59,132	$55,650	$68,800	20
98.0	Dean, Undergraduate Programs	$50,952	$50,935	$55,539	5
99.0	Dean, Veterinary Medicine	$73,100	$69,550	$77,000	13

Table 12

PRIVATE UNIVERSITIES WITH ENROLLMENTS 4,999 OR LESS (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Private Religious, Private Independent.
FTE-ENROLLMENT RANGE: 1 thru 4,999. **1984/85 BUDGET RANGE:** Not specified. **CASES SELECTED:** 76.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$74,412	$66,500	$94,000	6
2.0	Chief Executive Officer, Single Institution	$75,000	$63,379	$90,600	63
3.0	Executive Vice President	$61,200	$53,520	$75,000	21
4.0	Chief Academic Officer	$55,000	$48,550	$62,000	64
5.0	Chief Business Officer	$52,200	$41,340	$61,275	64
6.0	Chief Student Affairs Officer	$39,400	$33,000	$46,100	62
7.0	Chief Development Officer	$46,715	$41,862	$55,825	46
8.0	Chief Public Relations Officer	$32,200	$26,000	$38,000	43
9.0	Chief Planning Officer	$36,900	$30,000	$44,700	16
10.0	Chief Personnel/Human Resources Officer	$29,450	$24,420	$37,260	44
12.0	Chief Budgeting Officer	$37,750	$32,271	$46,100	18
13.0	General Counsel	$45,000	$25,834	$52,500	8
14.0	Registrar	$28,813	$25,000	$35,360	67
15.0	Director, Church Relations	$32,146	$22,000	$34,000	13
16.0	Director, Learning Resources Center	$24,825	$22,037	$27,935	15
17.0	Director, Library Services	$32,100	$26,291	$38,750	68
18.0	Director, Computer Center	$36,000	$29,330	$42,100	50
19.0	Director, Computer Center Operations/Academic	$30,000	$26,159	$34,250	26
20.0	Director, Computer Center Operations/Administrative	$33,000	$26,500	$38,243	25
21.0	Director, Educational Media Services	$23,500	$18,795	$31,700	27
22.0	Director, Institutional Research	$27,750	$22,000	$40,000	25
23.0	Director, Special and Deferred Gifts	$35,000	$30,000	$39,200	32
24.0	Administrator, Grants and Contracts	$31,645	$25,000	$35,310	22
25.0	Director, Affirmative Action/Equal Employment	$28,900	$19,500	$33,600	8
26.0	Chaplain	$25,630	$23,023	$30,900	37
27.0	Comptroller	$37,524	$32,750	$41,580	59
28.0	Director, Accounting	$25,330	$22,000	$28,392	31
29.0	Director, Internal Audit	$23,500	$21,000	$32,500	10
30.0	Bursar	$24,850	$18,583	$29,000	22
31.0	Director, Food Services	$29,856	$26,510	$32,100	20
32.0	Chief Physical Plant/Facilities Management Officer	$33,350	$29,000	$40,000	66
33.0	Director, Student Activities	$21,708	$18,000	$27,702	43
34.0	Director, Purchasing	$23,600	$19,500	$30,005	46
35.0	Director, Bookstore	$22,000	$17,000	$24,000	49
36.0	Director, Campus Security	$22,000	$18,893	$27,700	54
37.0	Director, Information Systems	$33,145	$23,064	$43,250	9
38.0	Director, News Bureau	$21,200	$19,260	$28,117	27
39.0	Director, Auxiliary Services	$27,000	$25,200	$34,925	12
40.0	Director, Admissions	$32,076	$27,369	$37,700	61
41.0	Director, Foreign Students	$20,304	$18,000	$24,813	18
42.0	Director, International Studies Education	$27,000	$16,200	$28,000	7
43.0	Director, Student Financial Aid	$27,024	$24,000	$31,500	73
44.0	Director, Student Placement	$24,760	$21,000	$31,200	54
45.0	Director, Student Counseling	$27,996	$22,915	$31,825	49
46.0	Director, Student Union	$21,400	$19,000	$28,922	20
47.0	Director, Student Health Services (Physician Administrator)	$45,360	$23,300	$61,450	9
48.0	Director, Student Health Services (Nurse Administrator)	$19,200	$16,400	$23,556	39
49.0	Director, Student Housing	$22,475	$18,000	$26,775	50
50.0	Director, Athletics	$34,100	$29,680	$44,120	57
51.0	Director, Athletics/Men	$28,350	$26,900	$34,210	6
52.0	Director, Athletics/Women	$27,650	$23,533	$29,599	12
53.0	Director, Campus Recreation/Intramurals	$20,900	$18,512	$24,888	23
54.0	Director, Alumni Affairs	$27,800	$22,040	$32,640	63
55.0	Director, Information Office	$29,700	$21,396	$35,200	23
58.0	Director, Publications	$25,000	$20,125	$29,300	27
61.0	Chief Development and Public Relations Officer	$53,800	$44,300	$63,750	19
62.0	Director, Personnel and Affirmative Action	$33,600	$30,733	$35,900	13
63.0	Director, Admissions and Financial Aid	$44,000	$35,000	$47,333	13
66.0	Director, Admissions and Registrar	$27,996	$27,000	$34,900	6
69.0	Dean, Arts and Letters	$47,250	$45,114	$48,000	5
70.0	Dean, Arts and Sciences	$43,000	$38,400	$50,000	41
71.0	Dean, Business	$48,000	$40,000	$54,400	50
73.0	Dean, Continuing Education	$35,500	$27,907	$42,000	27
75.0	Dean, Education	$40,133	$37,000	$43,898	24
76.0	Dean, Engineering	$51,423	$48,000	$61,998	13
79.0	Dean, Fine Arts	$41,500	$36,000	$52,000	10
80.0	Dean, Graduate Programs	$40,815	$34,649	$53,150	27
83.0	Dean, Humanities	$36,033	$27,041	$38,500	8
85.0	Dean, Law	$73,500	$65,000	$77,500	17
89.0	Dean, Music	$44,237	$35,490	$53,400	11
90.0	Dean, Nursing	$40,000	$35,200	$45,741	20
94.0	Dean, Sciences	$47,148	$36,304	$50,667	12
95.0	Dean, Social Sciences	$38,866	$31,636	$43,865	9
97.0	Dean, Special Programs	$22,000	$21,840	$45,000	6
98.0	Dean, Undergraduate Programs	$43,680	$42,000	$66,100	7

Table 13
PRIVATE UNIVERSITIES WITH ENROLLMENTS 5,000 OR MORE (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Private Religious, Private Independent.
FTE-ENROLLMENT RANGE: 5,000 or more. **1984/85 BUDGET RANGE:** Not specified. **CASES SELECTED:** 60.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$98,004	$82,000	$106,000	5
2.0	Chief Executive Officer, Single Institution	$100,700	$90,000	$130,000	45
3.0	Executive Vice President	$95,000	$72,850	$110,000	22
4.0	Chief Academic Officer	$82,000	$64,122	$100,000	47
5.0	Chief Business Officer	$73,000	$60,500	$91,500	44
6.0	Chief Student Affairs Officer	$56,500	$50,400	$68,500	53
7.0	Chief Development Officer	$68,000	$60,000	$82,464	45
8.0	Chief Public Relations Officer	$49,000	$43,962	$61,000	39
9.0	Chief Planning Officer	$63,000	$49,500	$73,000	16
10.0	Chief Personnel/Human Resources Officer	$50,000	$39,610	$59,280	44
11.0	Chief Health Professions Officer	$120,840	$90,500	$142,960	15
12.0	Chief Budgeting Officer	$47,080	$38,150	$59,000	37
13.0	General Counsel	$63,500	$51,500	$75,000	26
14.0	Registrar	$40,068	$35,994	$45,500	54
16.0	Director, Learning Resources Center	$34,937	$25,488	$43,218	19
17.0	Director, Library Services	$53,500	$41,321	$65,000	55
18.0	Director, Computer Center	$54,500	$48,000	$65,000	41
19.0	Director, Computer Center Operations/Academic	$45,000	$42,800	$49,150	35
20.0	Director, Computer Center Operations/Administrative	$49,085	$41,900	$56,000	30
21.0	Director, Educational Media Services	$30,024	$26,300	$34,200	27
22.0	Director, Institutional Research	$38,500	$32,650	$50,400	27
23.0	Director, Special and Deferred Gifts	$37,100	$33,700	$42,660	32
24.0	Administrator, Grants and Contracts	$41,000	$33,100	$50,700	44
25.0	Director, Affirmative Action/Equal Employment	$41,900	$35,000	$51,252	27
26.0	Chaplain	$37,200	$27,000	$41,800	31
27.0	Comptroller	$53,500	$44,500	$61,200	52
28.0	Director, Accounting	$39,225	$34,100	$44,250	43
29.0	Director, Internal Audit	$37,990	$31,150	$43,300	47
30.0	Bursar	$35,400	$30,440	$44,600	38
31.0	Director, Food Services	$44,994	$35,805	$52,000	25
32.0	Chief Physical Plant/Facilities Management Officer	$50,000	$42,880	$60,675	53
33.0	Director, Student Activities	$27,736	$24,727	$33,072	41
34.0	Director, Purchasing	$35,750	$32,850	$42,000	50
35.0	Director, Bookstore	$37,200	$30,000	$42,313	39
36.0	Director, Campus Security	$34,416	$29,400	$42,000	57
37.0	Director, Information Systems	$48,000	$42,000	$56,700	25
38.0	Director, News Bureau	$31,000	$25,000	$37,719	26
39.0	Director, Auxiliary Services	$49,000	$38,150	$55,000	28
40.0	Director, Admissions	$44,000	$38,475	$49,000	49
41.0	Director, Foreign Students	$28,644	$22,592	$32,110	30
42.0	Director, International Studies Education	$46,700	$31,879	$55,000	15
43.0	Director, Student Financial Aid	$38,600	$35,200	$45,400	50
44.0	Director, Student Placement	$32,602	$29,000	$37,400	56
45.0	Director, Student Counseling	$37,100	$33,000	$40,650	40
46.0	Director, Student Union	$30,100	$26,500	$38,000	31
47.0	Director, Student Health Services (Physician Administrator)	$66,000	$53,000	$77,500	29
48.0	Director, Student Health Services (Nurse Administrator)	$26,500	$22,092	$27,750	27
49.0	Director, Student Housing	$34,500	$29,200	$39,700	46
50.0	Director, Athletics	$50,000	$41,100	$67,000	50
51.0	Director, Athletics/Men	$39,984	$30,800	$47,500	7
52.0	Director, Athletics/Women	$33,000	$29,508	$40,000	19
53.0	Director, Campus Recreation/Intramurals	$29,500	$22,260	$33,613	35
54.0	Director, Alumni Affairs	$42,000	$30,000	$48,975	49
55.0	Director, Information Office	$35,000	$29,200	$45,000	29
56.0	Director, Community Services	$39,709	$33,200	$59,000	11
57.0	Administrator, Hospital Medical Center	$100,000	$85,500	$114,720	5
58.0	Director, Publications	$33,550	$27,352	$44,100	32
59.0	Director, Risk Management and Insurance	$42,000	$28,500	$45,000	19
60.0	Chief Planning and Budget Officer	$50,000	$44,545	$76,500	10
61.0	Chief Development and Public Relations Officer	$77,000	$61,000	$95,000	14
62.0	Director, Personnel and Affirmative Action	$38,700	$34,036	$55,000	10
63.0	Director, Admissions and Financial Aid	$60,000	$47,500	$64,600	13
64.0	Director, Housing and Food Services	$44,772	$43,000	$57,940	6
67.0	Dean, Architecture	$67,000	$63,000	$76,000	9
69.0	Dean, Arts and Letters	$61,750	$60,700	$73,600	5
70.0	Dean, Arts and Sciences	$64,850	$54,600	$80,000	43
71.0	Dean, Business	$73,000	$61,740	$84,000	48
72.0	Dean, Communications	$73,600	$57,800	$80,000	5
73.0	Dean, Continuing Education	$55,000	$45,000	$61,042	28
74.0	Dean, Dentistry	$84,780	$82,000	$101,500	11
75.0	Dean, Education	$54,510	$47,500	$74,000	30
76.0	Dean, Engineering	$78,000	$62,400	$84,000	32
79.0	Dean, Fine Arts	$62,000	$56,000	$76,200	11
80.0	Dean, Graduate Programs	$67,000	$55,884	$75,500	31
85.0	Dean, Law	$83,575	$76,000	$96,000	42
86.0	Dean, Library and Information Sciences	$50,000	$47,600	$69,000	5
88.0	Dean, Medicine	$127,000	$109,000	$141,000	16
89.0	Dean, Music	$64,600	$49,557	$75,500	9
90.0	Dean, Nursing	$57,818	$55,300	$66,000	20
94.0	Dean, Sciences	$85,550	$38,095	$94,300	7
95.0	Dean, Social Sciences	$52,785	$38,900	$75,960	6
96.0	Dean, Social Work	$62,000	$42,000	$66,000	11
98.0	Dean, Undergraduate Programs	$41,900	$39,709	$63,479	7

Table 14
ALL 4-YEAR COLLEGES (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1984/85 BUDGET RANGE:** Not specified. **CASES SELECTED:** 509.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$60,000	$42,000	$82,577	11
2.0	Chief Executive Officer, Single Institution	$60,000	$50,000	$70,416	483
3.0	Executive Vice President	$44,310	$36,900	$54,500	84
4.0	Chief Academic Officer	$44,600	$36,060	$52,515	476
5.0	Chief Business Officer	$42,000	$34,000	$51,500	480
6.0	Chief Student Affairs Officer	$34,200	$28,250	$41,700	469
7.0	Chief Development Officer	$38,890	$32,000	$47,500	349
8.0	Chief Public Relations Officer	$26,364	$21,572	$32,860	257
9.0	Chief Planning Officer	$38,000	$30,540	$43,940	56
10.0	Chief Personnel/Human Resources Officer	$29,364	$22,800	$36,480	171
11.0	Chief Health Professions Officer	$31,040	$28,788	$48,216	12
12.0	Chief Budgeting Officer	$35,136	$30,208	$41,088	88
13.0	General Counsel	$37,023	$25,000	$46,136	22
14.0	Registrar	$25,000	$20,390	$31,068	457
15.0	Director, Church Relations	$25,000	$20,000	$30,000	54
16.0	Director, Learning Resources Center	$24,024	$20,000	$30,000	147
17.0	Director, Library Services	$28,463	$22,990	$35,726	455
18.0	Director, Computer Center	$31,089	$25,360	$37,638	298
19.0	Director, Computer Center Operations/Academic	$28,750	$24,241	$35,721	105
20.0	Director, Computer Center Operations/Administrative	$28,186	$22,050	$33,600	106
21.0	Director, Educational Media Services	$22,728	$18,061	$27,002	154
22.0	Director, Institutional Research	$28,000	$22,000	$33,500	118
23.0	Director, Special and Deferred Gifts	$30,000	$23,200	$35,000	120
24.0	Administrator, Grants and Contracts	$27,300	$22,928	$37,934	89
25.0	Director, Affirmative Action/Equal Employment	$30,000	$25,911	$35,436	43
26.0	Chaplain	$23,350	$17,000	$29,356	195
27.0	Comptroller	$30,400	$24,720	$38,000	299
28.0	Director, Accounting	$23,400	$18,500	$28,025	151
29.0	Director, Internal Audit	$27,480	$21,594	$31,200	29
30.0	Bursar	$22,506	$18,192	$27,600	97
31.0	Director, Food Services	$25,625	$20,100	$31,936	125
32.0	Chief Physical Plant/Facilities Management Officer	$29,635	$23,760	$36,000	416
33.0	Director, Student Activities	$19,832	$16,551	$25,332	256
34.0	Director, Purchasing	$23,590	$18,265	$29,600	190
35.0	Director, Bookstore	$16,750	$13,400	$21,855	336
36.0	Director, Campus Security	$21,800	$16,728	$26,832	259
37.0	Director, Information Systems	$36,771	$24,000	$41,600	39
38.0	Director, News Bureau	$19,586	$17,000	$23,521	92
39.0	Director, Auxiliary Services	$31,800	$25,575	$35,850	79
40.0	Director, Admissions	$30,000	$24,007	$35,547	407
41.0	Director, Foreign Students	$23,825	$18,873	$27,601	53
42.0	Director, International Studies Education	$28,420	$22,524	$35,200	40
43.0	Director, Student Financial Aid	$24,000	$19,000	$28,355	462
44.0	Director, Student Placement	$23,000	$19,404	$27,600	348
45.0	Director, Student Counseling	$27,000	$20,650	$32,800	272
46.0	Director, Student Union	$24,672	$20,690	$31,000	105
47.0	Director, Student Health Services (Physician Administrator)	$45,520	$24,300	$58,223	76
48.0	Director, Student Health Services (Nurse Administrator)	$18,743	$15,000	$22,867	248
49.0	Director, Student Housing	$20,280	$16,000	$25,096	273
50.0	Director, Athletics	$31,796	$25,306	$38,000	347
51.0	Director, Athletics/Men	$32,436	$28,139	$38,667	21
52.0	Director, Athletics/Women	$24,000	$20,544	$29,700	59
53.0	Director, Campus Recreation/Intramurals	$20,000	$16,128	$27,555	108
54.0	Director, Alumni Affairs	$21,359	$17,900	$26,815	331
55.0	Director, Information Office	$21,950	$18,000	$27,300	128
56.0	Director, Community Services	$23,000	$17,250	$30,888	33
58.0	Director, Publications	$23,610	$19,687	$28,000	118
60.0	Chief Planning and Budget Officer	$37,847	$26,250	$44,520	16
61.0	Chief Development and Public Relations Officer	$40,000	$33,280	$48,825	66
62.0	Director, Personnel and Affirmative Action	$25,804	$20,600	$32,088	73
63.0	Director, Admissions and Financial Aid	$33,081	$27,152	$40,000	61
64.0	Director, Housing and Food Services	$27,500	$16,661	$30,584	7
65.0	Director, Development and Alumni Affairs	$31,578	$24,700	$39,500	36
66.0	Director, Admissions and Registrar	$31,900	$25,000	$38,250	33
68.0	Dean, Agriculture	$40,344	$39,872	$42,336	5
69.0	Dean, Arts and Letters	$40,000	$37,257	$46,067	20
70.0	Dean, Arts and Sciences	$46,370	$37,232	$54,275	73
71.0	Dean, Business	$42,686	$32,332	$52,790	117
72.0	Dean, Communications	$36,469	$31,642	$39,528	17
73.0	Dean, Continuing Education	$34,500	$26,220	$42,500	146
75.0	Dean, Education	$40,500	$30,507	$46,955	107
76.0	Dean, Engineering	$49,561	$44,230	$57,768	23
78.0	Dean, Extension	$34,908	$30,000	$42,300	8
79.0	Dean, Fine Arts	$35,053	$29,900	$42,400	46
80.0	Dean, Graduate Programs	$39,376	$33,709	$45,550	69
81.0	Dean, Health Related Professions	$42,000	$29,704	$52,300	23
82.0	Dean, Home Economics	$38,268	$27,144	$40,709	7
83.0	Dean, Humanities	$32,187	$26,635	$42,000	61
84.0	Dean, Instruction	$30,000	$27,000	$34,392	7
85.0	Dean, Law	$62,220	$36,380	$79,750	10
86.0	Dean, Library and Information Sciences	$29,000	$20,475	$39,254	8
87.0	Dean, Mathematics	$32,997	$24,340	$40,763	30
89.0	Dean, Music	$35,930	$26,208	$47,000	27
90.0	Dean, Nursing	$36,256	$31,474	$43,200	63
91.0	Dean, Occupation Studies/Vocational Education/Technology	$42,244	$40,850	$51,252	17
94.0	Dean, Sciences	$34,867	$30,187	$45,360	73
95.0	Dean, Social Sciences	$33,000	$26,160	$42,364	68
96.0	Dean, Social Work	$36,000	$31,493	$49,455	17
97.0	Dean, Special Programs	$31,935	$27,883	$43,680	31
98.0	Dean, Undergraduate Programs	$40,621	$37,100	$46,300	25

Table 15

PUBLIC 4-YEAR COLLEGES WITH ENROLLMENTS 4,999 OR LESS (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** 1 thru 4,999. **1984/85 BUDGET RANGE:** Not specified. **CASES SELECTED:** 80.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$59,000	$53,764	$65,000	76
3.0	Executive Vice President	$45,904	$40,008	$50,184	13
4.0	Chief Academic Officer	$50,000	$44,573	$54,325	76
5.0	Chief Business Officer	$45,450	$39,024	$51,817	79
6.0	Chief Student Affairs Officer	$39,914	$33,500	$44,880	74
7.0	Chief Development Officer	$40,090	$33,400	$44,500	25
8.0	Chief Public Relations Officer	$27,951	$24,000	$33,343	40
9.0	Chief Planning Officer	$36,000	$31,342	$43,500	13
10.0	Chief Personnel/Human Resources Officer	$29,480	$24,573	$35,500	36
12.0	Chief Budgeting Officer	$34,656	$28,500	$37,305	25
14.0	Registrar	$29,500	$26,160	$32,664	65
16.0	Director, Learning Resources Center	$29,091	$26,003	$33,300	24
17.0	Director, Library Services	$32,362	$28,250	$39,576	69
18.0	Director, Computer Center	$33,809	$27,923	$38,232	62
19.0	Director, Computer Center Operations/Academic	$26,930	$24,084	$28,362	15
20.0	Director, Computer Center Operations/Administrative	$28,186	$25,940	$30,350	15
21.0	Director, Educational Media Services	$24,769	$21,070	$30,012	39
22.0	Director, Institutional Research	$32,000	$24,160	$37,272	30
24.0	Administrator, Grants and Contracts	$27,972	$23,912	$38,200	16
25.0	Director, Affirmative Action/Equal Employment	$31,596	$27,951	$34,000	10
27.0	Comptroller	$31,775	$26,426	$37,320	32
28.0	Director, Accounting	$25,472	$22,100	$29,080	28
29.0	Director, Internal Audit	$27,972	$21,594	$30,652	9
30.0	Bursar	$20,351	$18,192	$24,300	19
31.0	Director, Food Services	$23,306	$19,967	$29,680	16
32.0	Chief Physical Plant/Facilities Management Officer	$30,804	$27,000	$35,000	70
33.0	Director, Student Activities	$23,076	$18,446	$27,708	46
34.0	Director, Purchasing	$24,169	$20,324	$27,972	55
35.0	Director, Bookstore	$21,150	$16,852	$23,190	52
36.0	Director, Campus Security	$23,601	$19,284	$26,350	53
37.0	Director, Information Systems	$32,016	$21,457	$34,431	5
39.0	Director, Auxiliary Services	$29,064	$27,300	$33,500	21
40.0	Director, Admissions	$29,065	$25,872	$33,706	53
43.0	Director, Student Financial Aid	$26,000	$23,637	$28,850	73
44.0	Director, Student Placement	$26,025	$22,020	$32,330	56
45.0	Director, Student Counseling	$28,230	$22,811	$31,949	53
46.0	Director, Student Union	$26,411	$23,500	$30,166	31
47.0	Director, Student Health Services (Physician Administrator)	$44,037	$24,000	$58,624	14
48.0	Director, Student Health Services (Nurse Administrator)	$19,792	$16,705	$24,996	32
49.0	Director, Student Housing	$24,190	$20,280	$27,888	39
50.0	Director, Athletics	$33,500	$30,000	$38,448	66
53.0	Director, Campus Recreation/Intramurals	$24,434	$18,000	$29,936	22
54.0	Director, Alumni Affairs	$21,230	$17,900	$25,900	28
55.0	Director, Information Office	$26,600	$23,079	$28,083	17
56.0	Director, Community Services	$30,888	$24,216	$33,720	8
58.0	Director, Publications	$22,896	$20,250	$27,204	10
61.0	Chief Development and Public Relations Officer	$40,000	$30,000	$46,168	9
62.0	Director, Personnel and Affirmative Action	$27,061	$24,575	$32,088	23
63.0	Director, Admissions and Financial Aid	$36,986	$27,557	$46,176	7
65.0	Director, Development and Alumni Affairs	$35,200	$26,598	$38,852	13
66.0	Director, Admissions and Registrar	$31,900	$30,997	$35,504	13
69.0	Dean, Arts and Letters	$41,577	$38,758	$45,120	11
70.0	Dean, Arts and Sciences	$44,800	$40,450	$50,004	24
71.0	Dean, Business	$44,544	$40,050	$50,256	36
73.0	Dean, Continuing Education	$38,376	$31,300	$43,590	37
75.0	Dean, Education	$42,600	$37,000	$45,400	41
76.0	Dean, Engineering	$44,580	$39,000	$49,561	11
79.0	Dean, Fine Arts	$37,885	$36,452	$42,600	11
80.0	Dean, Graduate Programs	$42,500	$34,751	$45,600	14
81.0	Dean, Health Related Professions	$39,941	$35,507	$42,600	6
83.0	Dean, Humanities	$37,632	$31,608	$45,000	13
87.0	Dean, Mathematics	$38,945	$24,043	$40,763	9
89.0	Dean, Music	$48,800	$44,000	$53,293	5
90.0	Dean, Nursing	$38,240	$36,256	$43,500	16
91.0	Dean, Occupation Studies/Vocational Education/Technology	$41,267	$32,065	$42,600	11
94.0	Dean, Sciences	$43,207	$39,438	$48,309	23
95.0	Dean, Social Sciences	$39,904	$33,000	$44,520	22
97.0	Dean, Special Programs	$30,600	$28,850	$43,705	6
98.0	Dean, Undergraduate Programs	$40,621	$37,100	$44,958	6

Table 16
PUBLIC 4-YEAR COLLEGES WITH ENROLLMENTS 5,000 OR MORE (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** 5,000 or more. **1984/85 BUDGET RANGE:** Not specified. **CASES SELECTED:** 23.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$70,137	$67,682	$75,633	23
4.0	Chief Academic Officer	$60,300	$58,368	$63,864	22
5.0	Chief Business Officer	$60,253	$56,196	$64,188	22
6.0	Chief Student Affairs Officer	$52,013	$48,038	$55,428	23
7.0	Chief Development Officer	$47,601	$43,921	$56,000	12
8.0	Chief Public Relations Officer	$36,775	$31,033	$41,186	10
10.0	Chief Personnel/Human Resources Officer	$41,366	$38,628	$43,500	20
12.0	Chief Budgeting Officer	$41,088	$35,343	$45,900	18
13.0	General Counsel	$45,720	$37,023	$50,144	5
14.0	Registrar	$37,873	$34,424	$41,800	20
16.0	Director, Learning Resources Center	$35,172	$32,101	$39,960	14
17.0	Director, Library Services	$47,884	$41,410	$50,952	19
18.0	Director, Computer Center	$43,200	$41,366	$50,144	17
19.0	Director, Computer Center Operations/Academic	$35,020	$28,915	$36,523	7
21.0	Director, Educational Media Services	$35,809	$31,080	$39,960	10
22.0	Director, Institutional Research	$40,125	$32,490	$42,828	17
24.0	Administrator, Grants and Contracts	$43,000	$37,258	$44,568	13
25.0	Director, Affirmative Action/Equal Employment	$34,743	$28,678	$37,000	15
27.0	Comptroller	$44,954	$43,200	$48,100	14
28.0	Director, Accounting	$34,526	$30,300	$37,578	12
30.0	Bursar	$34,776	$25,618	$37,111	11
31.0	Director, Food Services	$31,162	$29,213	$31,657	6
32.0	Chief Physical Plant/Facilities Management Officer	$40,775	$36,000	$43,438	20
33.0	Director, Student Activities	$27,887	$24,454	$32,339	16
34.0	Director, Purchasing	$30,044	$26,035	$33,400	19
35.0	Director, Bookstore	$32,400	$23,469	$35,736	10
36.0	Director, Campus Security	$34,008	$30,700	$38,075	20
37.0	Director, Information Systems	$44,678	$41,366	$50,144	6
38.0	Director, News Bureau	$25,848	$24,403	$26,994	6
39.0	Director, Auxiliary Services	$37,500	$34,500	$44,880	12
40.0	Director, Admissions	$38,301	$35,000	$41,580	18
41.0	Director, Foreign Students	$30,791	$28,577	$36,405	7
43.0	Director, Student Financial Aid	$33,000	$30,245	$37,524	23
44.0	Director, Student Placement	$32,173	$27,500	$37,609	20
45.0	Director, Student Counseling	$38,817	$32,213	$42,792	21
46.0	Director, Student Union	$34,080	$29,394	$38,105	15
47.0	Director, Student Health Services (Physician Administrator)	$54,396	$49,087	$59,587	12
48.0	Director, Student Health Services (Nurse Administrator)	$22,850	$20,000	$32,413	7
49.0	Director, Student Housing	$27,496	$25,445	$36,583	17
50.0	Director, Athletics	$41,512	$38,809	$46,940	18
52.0	Director, Athletics/Women	$30,590	$28,236	$38,664	5
53.0	Director, Campus Recreation/Intramurals	$23,920	$16,990	$28,990	10
54.0	Director, Alumni Affairs	$28,239	$25,712	$31,000	17
55.0	Director, Information Office	$27,500	$24,886	$40,000	6
58.0	Director, Publications	$30,856	$25,020	$34,643	16
61.0	Chief Development and Public Relations Officer	$48,000	$39,638	$57,384	7
66.0	Director, Admissions and Registrar	$41,542	$40,820	$43,500	6
70.0	Dean, Arts and Sciences	$55,385	$51,252	$59,666	11
71.0	Dean, Business	$53,715	$52,790	$56,350	13
73.0	Dean, Continuing Education	$44,796	$44,300	$50,064	13
75.0	Dean, Education	$51,471	$50,522	$54,400	17
80.0	Dean, Graduate Programs	$50,952	$44,625	$59,304	9
81.0	Dean, Health Related Professions	$52,790	$52,300	$59,579	5
83.0	Dean, Humanities	$53,520	$53,007	$55,788	6
91.0	Dean, Occupation Studies/Vocational Education/Technology	$54,350	$52,519	$59,048	5
94.0	Dean, Sciences	$53,604	$52,210	$59,579	7
95.0	Dean, Social Sciences	$55,125	$52,790	$57,579	5

Table 17

PRIVATE 4-YEAR COLLEGES WITH ENROLLMENTS 999 OR LESS (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Private Religious, Private Independent.
FTE-ENROLLMENT RANGE: 1 thru 999. **1984/85 BUDGET RANGE:** Not specified. **CASES SELECTED:** 193.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$60,000	$60,000	$60,000	5
2.0	Chief Executive Officer, Single Institution	$49,500	$42,000	$60,000	186
3.0	Executive Vice President	$38,000	$32,500	$42,800	30
4.0	Chief Academic Officer	$35,044	$29,400	$41,000	177
5.0	Chief Business Officer	$33,800	$28,000	$39,567	180
6.0	Chief Student Affairs Officer	$27,800	$24,871	$31,820	171
7.0	Chief Development Officer	$32,256	$27,500	$38,500	143
8.0	Chief Public Relations Officer	$21,000	$17,681	$25,500	90
9.0	Chief Planning Officer	$40,082	$29,500	$47,000	10
10.0	Chief Personnel/Human Resources Officer	$21,100	$14,000	$24,478	20
12.0	Chief Budgeting Officer	$30,995	$26,700	$32,500	9
14.0	Registrar	$20,000	$17,050	$24,380	169
15.0	Director, Church Relations	$22,441	$17,400	$26,194	24
16.0	Director, Learning Resources Center	$20,124	$17,185	$23,771	52
17.0	Director, Library Services	$22,100	$19,100	$26,200	174
18.0	Director, Computer Center	$25,000	$20,000	$28,874	84
19.0	Director, Computer Center Operations/Academic	$25,500	$22,298	$33,350	19
20.0	Director, Computer Center Operations/Administrative	$20,150	$15,000	$26,150	27
21.0	Director, Educational Media Services	$18,120	$15,423	$21,000	38
22.0	Director, Institutional Research	$24,000	$18,000	$28,000	28
23.0	Director, Special and Deferred Gifts	$23,137	$19,845	$28,575	30
24.0	Administrator, Grants and Contracts	$21,630	$18,900	$25,081	18
26.0	Chaplain	$19,640	$14,747	$25,440	79
27.0	Comptroller	$24,007	$19,710	$27,438	90
28.0	Director, Accounting	$17,890	$15,080	$22,500	38
30.0	Bursar	$18,000	$15,000	$23,402	20
31.0	Director, Food Services	$19,320	$16,819	$24,457	44
32.0	Chief Physical Plant/Facilities Management Officer	$22,575	$19,000	$27,500	139
33.0	Director, Student Activities	$16,874	$13,776	$19,000	62
34.0	Director, Purchasing	$15,070	$13,741	$20,900	27
35.0	Director, Bookstore	$13,500	$11,455	$16,000	124
36.0	Director, Campus Security	$15,400	$12,792	$18,000	50
37.0	Director, Information Systems	$23,500	$22,800	$32,250	9
38.0	Director, News Bureau	$17,600	$15,000	$20,000	27
39.0	Director, Auxiliary Services	$21,715	$20,000	$32,342	10
40.0	Director, Admissions	$24,840	$20,080	$31,000	152
41.0	Director, Foreign Students	$20,625	$17,000	$22,956	13
42.0	Director, International Studies Education	$28,650	$22,524	$35,980	9
43.0	Director, Student Financial Aid	$19,000	$16,200	$21,500	162
44.0	Director, Student Placement	$18,432	$16,139	$21,600	92
45.0	Director, Student Counseling	$19,950	$17,400	$23,897	64
46.0	Director, Student Union	$21,200	$12,000	$23,200	16
47.0	Director, Student Health Services (Physician Administrator)	$16,424	$14,702	$24,053	8
48.0	Director, Student Health Services (Nurse Administrator)	$15,982	$11,816	$19,656	87
49.0	Director, Student Housing	$15,600	$13,200	$19,000	63
50.0	Director, Athletics	$25,200	$20,480	$30,000	99
51.0	Director, Athletics/Men	$27,336	$21,333	$28,600	7
52.0	Director, Athletics/Women	$20,617	$17,777	$25,000	19
53.0	Director, Campus Recreation/Intramurals	$17,520	$15,595	$22,133	17
54.0	Director, Alumni Affairs	$18,500	$15,862	$21,500	112
55.0	Director, Information Office	$18,000	$16,000	$20,000	37
56.0	Director, Community Services	$17,000	$13,855	$20,240	9
58.0	Director, Publications	$20,000	$16,700	$23,700	21
61.0	Chief Development and Public Relations Officer	$36,000	$29,000	$43,000	18
62.0	Director, Personnel and Affirmative Action	$19,240	$17,000	$20,991	17
63.0	Director, Admissions and Financial Aid	$27,500	$20,000	$34,100	22
65.0	Director, Development and Alumni Affairs	$24,385	$22,500	$28,000	6
66.0	Director, Admissions and Registrar	$21,450	$18,608	$30,000	11
70.0	Dean, Arts and Sciences	$30,660	$28,000	$35,733	9
71.0	Dean, Business	$29,333	$24,183	$37,450	24
73.0	Dean, Continuing Education	$25,500	$23,100	$31,500	14
75.0	Dean, Education	$29,384	$23,941	$34,680	22
79.0	Dean, Fine Arts	$29,884	$28,013	$33,510	14
80.0	Dean, Graduate Programs	$30,840	$29,148	$34,650	13
81.0	Dean, Health Related Professions	$31,619	$29,704	$33,582	5
83.0	Dean, Humanities	$29,160	$24,667	$33,280	23
87.0	Dean, Mathematics	$22,726	$21,700	$34,853	6
89.0	Dean, Music	$22,342	$19,851	$37,255	7
90.0	Dean, Nursing	$31,474	$29,700	$34,398	17
94.0	Dean, Sciences	$30,187	$25,906	$34,250	22
95.0	Dean, Social Sciences	$26,160	$23,497	$32,000	20
97.0	Dean, Special Programs	$27,400	$20,750	$31,935	11

Table 18

PRIVATE 4-YEAR COLLEGES WITH ENROLLMENTS 1,000 OR MORE (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Private Religious, Private Independent. **FTE-ENROLLMENT RANGE:** 1,000 or more. **1984/85 BUDGET RANGE:** Not specified. **CASES SELECTED:** 213.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$67,968	$58,000	$82,000	198
3.0	Executive Vice President	$51,500	$42,800	$60,500	40
4.0	Chief Academic Officer	$48,200	$42,452	$56,826	201
5.0	Chief Business Officer	$47,403	$41,195	$57,600	199
6.0	Chief Student Affairs Officer	$37,857	$33,000	$44,000	201
7.0	Chief Development Officer	$45,423	$37,200	$52,500	169
8.0	Chief Public Relations Officer	$30,000	$24,979	$35,900	117
9.0	Chief Planning Officer	$37,000	$31,500	$43,940	29
10.0	Chief Personnel/Human Resources Officer	$28,500	$22,050	$34,300	95
11.0	Chief Health Professions Officer	$31,040	$30,300	$43,186	5
12.0	Chief Budgeting Officer	$36,000	$30,300	$40,000	36
13.0	General Counsel	$37,125	$25,000	$42,773	12
14.0	Registrar	$27,600	$23,500	$32,365	203
15.0	Director, Church Relations	$28,428	$22,002	$32,000	30
16.0	Director, Learning Resources Center	$24,000	$21,500	$29,976	57
17.0	Director, Library Services	$31,500	$26,182	$37,500	193
18.0	Director, Computer Center	$33,760	$27,480	$38,850	135
19.0	Director, Computer Center Operations/Academic	$30,000	$24,500	$37,224	64
20.0	Director, Computer Center Operations/Administrative	$29,400	$22,475	$34,900	60
21.0	Director, Educational Media Services	$23,022	$18,256	$25,351	67
22.0	Director, Institutional Research	$27,465	$20,500	$32,500	43
23.0	Director, Special and Deferred Gifts	$31,332	$25,200	$36,905	84
24.0	Administrator, Grants and Contracts	$27,000	$22,928	$34,600	42
25.0	Director, Affirmative Action/Equal Employment	$25,564	$20,700	$30,000	16
26.0	Chaplain	$25,733	$19,000	$29,933	116
27.0	Comptroller	$32,200	$27,000	$39,432	163
28.0	Director, Accounting	$23,400	$20,455	$27,300	73
29.0	Director, Internal Audit	$27,100	$19,800	$31,200	15
30.0	Bursar	$22,760	$19,240	$27,200	47
31.0	Director, Food Services	$31,380	$24,624	$38,700	59
32.0	Chief Physical Plant/Facilities Management Officer	$32,550	$27,800	$38,935	187
33.0	Director, Student Activities	$20,000	$17,000	$24,890	132
34.0	Director, Purchasing	$23,820	$18,922	$29,900	89
35.0	Director, Bookstore	$18,725	$15,341	$23,345	150
36.0	Director, Campus Security	$22,206	$18,000	$26,745	136
37.0	Director, Information Systems	$37,150	$27,000	$43,200	19
38.0	Director, News Bureau	$20,000	$17,800	$23,600	55
39.0	Director, Auxiliary Services	$28,300	$24,000	$34,000	36
40.0	Director, Admissions	$32,780	$27,000	$39,175	184
41.0	Director, Foreign Students	$23,325	$17,600	$26,500	31
42.0	Director, International Studies Education	$25,115	$21,000	$30,000	24
43.0	Director, Student Financial Aid	$26,000	$22,000	$30,327	204
44.0	Director, Student Placement	$24,000	$20,500	$27,175	180
45.0	Director, Student Counseling	$28,364	$22,255	$33,196	134
46.0	Director, Student Union	$21,858	$20,000	$30,429	43
47.0	Director, Student Health Services (Physician Administrator)	$45,520	$27,000	$59,545	42
48.0	Director, Student Health Services (Nurse Administrator)	$19,968	$16,799	$24,700	122
49.0	Director, Student Housing	$20,382	$16,776	$25,000	154
50.0	Director, Athletics	$33,050	$28,200	$39,500	164
51.0	Director, Athletics/Men	$36,000	$35,450	$39,000	9
52.0	Director, Athletics/Women	$25,020	$21,000	$31,000	31
53.0	Director, Campus Recreation/Intramurals	$19,541	$15,775	$28,512	59
54.0	Director, Alumni Affairs	$23,500	$19,000	$29,800	174
55.0	Director, Information Office	$23,999	$19,500	$28,200	68
56.0	Director, Community Services	$22,000	$18,415	$30,050	14
58.0	Director, Publications	$23,610	$20,000	$26,000	71
60.0	Chief Planning and Budget Officer	$42,810	$36,012	$49,000	9
61.0	Chief Development and Public Relations Officer	$40,500	$35,000	$52,000	32
62.0	Director, Personnel and Affirmative Action	$27,800	$23,885	$34,000	30
63.0	Director, Admissions and Financial Aid	$35,700	$29,525	$44,500	32
65.0	Director, Development and Alumni Affairs	$35,390	$23,500	$41,500	13
69.0	Dean, Arts and Letters	$39,917	$32,195	$40,000	5
70.0	Dean, Arts and Sciences	$44,500	$37,232	$55,000	29
71.0	Dean, Business	$42,500	$32,332	$53,599	44
72.0	Dean, Communications	$36,469	$29,733	$38,100	9
73.0	Dean, Continuing Education	$34,185	$26,450	$39,895	62
75.0	Dean, Education	$33,202	$26,665	$42,565	27
76.0	Dean, Engineering	$60,750	$46,500	$67,500	7
79.0	Dean, Fine Arts	$34,733	$32,340	$38,550	17
80.0	Dean, Graduate Programs	$39,376	$36,000	$44,000	33
81.0	Dean, Health Related Professions	$47,000	$28,408	$52,500	7
83.0	Dean, Humanities	$30,958	$26,133	$42,000	19
85.0	Dean, Law	$41,000	$31,800	$79,750	7
87.0	Dean, Mathematics	$32,800	$28,626	$35,733	13
89.0	Dean, Music	$35,000	$30,000	$45,000	15
90.0	Dean, Nursing	$34,185	$33,000	$40,350	26
94.0	Dean, Sciences	$33,807	$30,172	$39,495	21
95.0	Dean, Social Sciences	$30,986	$28,950	$40,652	21
96.0	Dean, Social Work	$33,627	$30,000	$39,793	9
97.0	Dean, Special Programs	$34,100	$28,120	$41,000	10
98.0	Dean, Undergraduate Programs	$41,125	$37,486	$52,000	15

Table 19
ALL 2-YEAR COLLEGES (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1984/85 BUDGET RANGE:** Not specified. **CASES SELECTED:** 473.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$62,400	$55,000	$70,550	62
2.0	Chief Executive Officer, Single Institution	$56,133	$49,300	$62,600	404
3.0	Executive Vice President	$48,720	$42,944	$53,000	81
4.0	Chief Academic Officer	$44,000	$39,000	$50,645	408
5.0	Chief Business Officer	$41,469	$35,639	$47,861	404
6.0	Chief Student Affairs Officer	$39,998	$34,700	$45,620	407
7.0	Chief Development Officer	$34,339	$28,150	$39,600	110
8.0	Chief Public Relations Officer	$27,491	$22,340	$36,396	171
9.0	Chief Planning Officer	$38,500	$32,678	$45,629	54
10.0	Chief Personnel/Human Resources Officer	$36,050	$27,500	$44,321	134
11.0	Chief Health Professions Officer	$37,950	$33,384	$43,500	25
12.0	Chief Budgeting Officer	$36,084	$30,546	$42,803	76
13.0	General Counsel	$39,923	$35,000	$51,759	12
14.0	Registrar	$29,469	$22,843	$36,800	249
15.0	Director, Church Relations	$17,487	$16,000	$19,500	6
16.0	Director, Learning Resources Center	$33,819	$27,550	$40,000	247
17.0	Director, Library Services	$31,900	$25,396	$35,756	236
18.0	Director, Computer Center	$34,152	$29,680	$40,000	219
19.0	Director, Computer Center Operations/Academic	$28,074	$24,460	$37,032	34
20.0	Director, Computer Center Operations/Administrative	$32,000	$23,197	$38,957	46
21.0	Director, Educational Media Services	$27,927	$22,316	$33,605	118
22.0	Director, Institutional Research	$32,503	$27,718	$38,000	121
23.0	Director, Special and Deferred Gifts	$27,945	$22,000	$33,375	10
24.0	Administrator, Grants and Contracts	$31,800	$25,401	$39,740	60
25.0	Director, Affirmative Action/Equal Employment	$29,881	$25,800	$39,100	28
26.0	Chaplain	$22,000	$12,000	$27,520	11
27.0	Comptroller	$32,908	$26,858	$37,978	164
28.0	Director, Accounting	$28,000	$22,400	$34,311	119
29.0	Director, Internal Audit	$31,756	$24,167	$38,204	36
30.0	Bursar	$24,937	$19,057	$30,940	45
31.0	Director, Food Services	$23,868	$19,000	$28,679	77
32.0	Chief Physical Plant/Facilities Management Officer	$30,193	$23,996	$37,395	303
33.0	Director, Student Activities	$27,781	$22,000	$35,238	213
34.0	Director, Purchasing	$25,800	$21,594	$31,936	157
35.0	Director, Bookstore	$20,052	$16,000	$24,889	221
36.0	Director, Campus Security	$24,400	$18,000	$29,238	144
37.0	Director, Information Systems	$38,942	$30,680	$44,600	37
38.0	Director, News Bureau	$20,186	$19,000	$25,213	22
39.0	Director, Auxiliary Services	$30,055	$24,200	$37,726	58
40.0	Director, Admissions	$29,827	$24,355	$35,209	182
41.0	Director, Foreign Students	$23,004	$17,654	$27,500	8
42.0	Director, International Studies Education	$34,427	$32,381	$41,930	10
43.0	Director, Student Financial Aid	$27,396	$21,337	$33,000	338
44.0	Director, Student Placement	$26,000	$20,755	$31,285	146
45.0	Director, Student Counseling	$32,539	$26,589	$37,976	225
46.0	Director, Student Union	$29,904	$21,600	$34,978	21
47.0	Director, Student Health Services (Physician Administrator)	$26,076	$25,000	$31,590	5
48.0	Director, Student Health Services (Nurse Administrator)	$23,760	$19,725	$29,307	85
49.0	Director, Student Housing	$19,710	$14,910	$24,868	43
50.0	Director, Athletics	$35,033	$28,944	$41,003	165
51.0	Director, Athletics/Men	$27,273	$22,050	$32,863	6
52.0	Director, Athletics/Women	$22,278	$18,776	$26,520	6
53.0	Director, Campus Recreation/Intramurals	$23,653	$17,000	$27,626	36
54.0	Director, Alumni Affairs	$19,000	$15,500	$23,000	30
55.0	Director, Information Office	$25,956	$22,000	$30,384	77
56.0	Director, Community Services	$34,000	$27,650	$40,260	177
58.0	Director, Publications	$24,800	$21,321	$28,402	26
59.0	Director, Risk Management and Insurance	$29,067	$26,822	$31,564	11
60.0	Chief Planning and Budget Officer	$35,619	$27,000	$42,175	12
61.0	Chief Development and Public Relations Officer	$32,343	$27,000	$39,000	39
62.0	Director, Personnel and Affirmative Action	$31,452	$24,100	$38,700	84
63.0	Director, Admissions and Financial Aid	$32,000	$29,262	$38,000	38
65.0	Director, Development and Alumni Affairs	$31,982	$25,000	$37,250	18
66.0	Director, Admissions and Registrar	$33,685	$27,800	$39,502	91
68.0	Dean, Agriculture	$43,183	$36,084	$46,150	13
69.0	Dean, Arts and Letters	$37,322	$34,546	$45,835	28
70.0	Dean, Arts and Sciences	$39,500	$36,000	$45,425	64
71.0	Dean, Business	$38,087	$33,749	$43,438	160
72.0	Dean, Communications	$40,396	$34,066	$44,851	29
73.0	Dean, Continuing Education	$35,933	$30,603	$42,500	187
75.0	Dean, Education	$32,807	$26,208	$40,815	21
76.0	Dean, Engineering	$38,500	$35,284	$42,524	32
77.0	Dean, Experimental Programs	$37,712	$35,000	$43,947	5
78.0	Dean, Extension	$38,253	$34,158	$46,051	27
79.0	Dean, Fine Arts	$41,603	$35,447	$49,673	36
81.0	Dean, Health Related Professions	$38,198	$33,539	$44,000	88
82.0	Dean, Home Economics	$36,100	$35,455	$42,439	6
83.0	Dean, Humanities	$38,704	$34,365	$44,304	92
84.0	Dean, Instruction	$41,291	$33,684	$47,761	43
86.0	Dean, Library and Information Sciences	$37,900	$32,677	$39,725	11
87.0	Dean, Mathematics	$38,542	$35,000	$44,381	45
90.0	Dean, Nursing	$35,688	$32,000	$40,530	82
91.0	Dean, Occupation Studies/Vocational Education/Technology	$38,533	$34,317	$44,851	170
94.0	Dean, Sciences	$39,587	$35,908	$43,914	93
95.0	Dean, Social Sciences	$40,212	$35,442	$45,400	89
97.0	Dean, Special Programs	$35,524	$28,899	$40,832	41
98.0	Dean, Undergraduate Programs	$37,995	$26,291	$40,725	12

Table 20

PUBLIC 2-YEAR COLLEGES WITH ENROLLMENTS 999 OR LESS (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** 1 thru 999. **1984/85 BUDGET RANGE:** Not specified. **CASES SELECTED:** 71.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$48,913	$43,000	$53,800	67
3.0	Executive Vice President	$39,731	$34,604	$44,200	12
4.0	Chief Academic Officer	$38,000	$33,674	$41,500	57
5.0	Chief Business Officer	$32,000	$28,000	$36,450	53
6.0	Chief Student Affairs Officer	$35,560	$30,000	$37,800	55
7.0	Chief Development Officer	$31,200	$25,880	$34,487	7
8.0	Chief Public Relations Officer	$24,426	$20,480	$28,571	14
10.0	Chief Personnel/Human Resources Officer	$19,200	$11,310	$19,517	5
11.0	Chief Health Professions Officer	$31,000	$26,500	$33,384	5
14.0	Registrar	$21,959	$16,000	$29,578	27
16.0	Director, Learning Resources Center	$26,555	$22,000	$31,055	35
17.0	Director, Library Services	$29,248	$25,152	$33,787	31
18.0	Director, Computer Center	$27,000	$25,000	$32,200	18
21.0	Director, Educational Media Services	$22,692	$17,308	$28,066	10
22.0	Director, Institutional Research	$34,212	$23,444	$35,400	6
27.0	Comptroller	$22,043	$21,000	$27,988	13
28.0	Director, Accounting	$18,750	$17,200	$20,042	12
31.0	Director, Food Services	$17,000	$16,278	$20,525	10
32.0	Chief Physical Plant/Facilities Management Officer	$22,400	$18,255	$26,495	39
33.0	Director, Student Activities	$24,173	$21,045	$27,433	12
34.0	Director, Purchasing	$15,780	$12,500	$22,070	12
35.0	Director, Bookstore	$15,038	$13,104	$18,137	22
46.0	Director, Campus Security	$16,138	$16,070	$19,336	6
40.0	Director, Admissions	$23,300	$21,818	$30,056	13
43.0	Director, Student Financial Aid	$23,936	$16,750	$27,555	40
44.0	Director, Student Placement	$20,212	$16,789	$25,145	11
45.0	Director, Student Counseling	$27,313	$19,470	$31,002	23
48.0	Director, Student Health Services (Nurse Administrator)	$16,574	$9,690	$20,722	6
49.0	Director, Student Housing	$14,256	$13,576	$16,891	9
50.0	Director, Athletics	$30,383	$23,880	$33,041	18
56.0	Director, Community Services	$29,400	$24,556	$33,436	25
61.0	Chief Development and Public Relations Officer	$25,679	$18,346	$29,650	7
63.0	Director, Admissions and Financial Aid	$25,000	$19,600	$30,000	6
66.0	Director, Admissions and Registrar	$26,292	$22,260	$28,907	13
71.0	Dean, Business	$37,065	$23,439	$45,559	7
73.0	Dean, Continuing Education	$30,651	$27,038	$34,500	10
83.0	Dean, Humanities	$26,672	$20,910	$34,365	5
90.0	Dean, Nursing	$30,864	$29,369	$37,800	10
91.0	Dean, Occupation Studies/Vocational Education/Technology	$33,639	$29,000	$35,400	15
94.0	Dean, Sciences	$37,082	$16,920	$41,399	6

Table 21
PUBLIC 2-YEAR COLLEGES WITH ENROLLMENTS 1,000-2,499 (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** 1,000 thru 2,499. **1984/85 BUDGET RANGE:** Not specified. **CASES SELECTED:** 140.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$50,831	$50,000	$55,000	7
2.0	Chief Executive Officer, Single Institution	$54,540	$49,626	$59,811	126
3.0	Executive Vice President	$45,526	$44,000	$49,380	17
4.0	Chief Academic Officer	$42,500	$39,287	$46,000	122
5.0	Chief Business Officer	$40,500	$37,000	$43,900	125
6.0	Chief Student Affairs Officer	$38,182	$34,496	$41,972	128
7.0	Chief Development Officer	$34,339	$29,076	$36,480	29
8.0	Chief Public Relations Officer	$25,000	$20,559	$27,771	52
9.0	Chief Planning Officer	$33,924	$32,480	$38,357	18
10.0	Chief Personnel/Human Resources Officer	$26,725	$20,246	$32,000	28
12.0	Chief Budgeting Officer	$32,234	$25,014	$37,284	13
14.0	Registrar	$27,823	$22,691	$32,725	82
16.0	Director, Learning Resources Center	$31,972	$27,269	$37,971	77
17.0	Director, Library Services	$30,551	$25,785	$34,347	75
18.0	Director, Computer Center	$31,054	$27,825	$35,805	82
19.0	Director, Computer Center Operations/Academic	$33,366	$20,150	$41,456	7
20.0	Director, Computer Center Operations/Administrative	$25,353	$21,059	$37,787	10
21.0	Director, Educational Media Services	$25,755	$21,320	$29,200	35
22.0	Director, Institutional Research	$29,121	$23,280	$32,981	35
24.0	Administrator, Grants and Contracts	$25,778	$24,000	$33,515	14
25.0	Director, Affirmative Action/Equal Employment	$19,010	$18,000	$28,200	6
27.0	Comptroller	$31,236	$26,725	$34,670	48
28.0	Director, Accounting	$23,625	$19,568	$27,482	37
30.0	Bursar	$21,663	$18,306	$24,739	9
31.0	Director, Food Services	$22,250	$19,584	$26,130	21
32.0	Chief Physical Plant/Facilities Management Officer	$26,200	$23,000	$31,000	96
33.0	Director, Student Activities	$25,349	$20,000	$33,080	59
34.0	Director, Purchasing	$24,070	$17,000	$26,609	39
35.0	Director, Bookstore	$17,635	$15,000	$20,544	71
36.0	Director, Campus Security	$19,500	$17,292	$25,700	28
37.0	Director, Information Systems	$31,500	$28,694	$34,226	9
39.0	Director, Auxiliary Services	$26,878	$22,448	$32,904	18
40.0	Director, Admissions	$28,383	$23,532	$33,832	56
43.0	Director, Student Financial Aid	$25,174	$21,000	$30,000	101
44.0	Director, Student Placement	$23,000	$19,476	$29,162	40
45.0	Director, Student Counseling	$29,688	$25,900	$33,360	69
46.0	Director, Student Union	$32,361	$20,279	$36,079	7
48.0	Director, Student Health Services (Nurse Administrator)	$22,800	$20,080	$27,305	21
49.0	Director, Student Housing	$21,270	$19,388	$24,868	12
50.0	Director, Athletics	$37,323	$30,780	$40,379	42
53.0	Director, Campus Recreation/Intramurals	$21,384	$19,791	$36,400	8
55.0	Director, Information Office	$21,684	$19,000	$23,700	17
56.0	Director, Community Services	$29,000	$25,984	$35,100	58
61.0	Chief Development and Public Relations Officer	$30,246	$25,645	$32,343	8
62.0	Director, Personnel and Affirmative Action	$25,650	$19,800	$28,944	32
63.0	Director, Admissions and Financial Aid	$32,000	$28,890	$37,065	19
66.0	Director, Admissions and Registrar	$30,200	$25,911	$33,000	21
69.0	Dean, Arts and Letters	$35,284	$30,000	$42,852	7
70.0	Dean, Arts and Sciences	$37,004	$33,766	$41,190	21
71.0	Dean, Business	$33,800	$30,943	$39,089	51
73.0	Dean, Continuing Education	$33,804	$28,887	$38,436	68
76.0	Dean, Engineering	$36,445	$32,027	$38,491	12
78.0	Dean, Extension	$34,199	$31,071	$41,000	11
79.0	Dean, Fine Arts	$33,081	$30,325	$44,059	10
81.0	Dean, Health Related Professions	$34,650	$33,334	$36,835	25
83.0	Dean, Humanities	$35,961	$32,115	$39,387	33
84.0	Dean, Instruction	$33,759	$27,750	$47,285	7
87.0	Dean, Mathematics	$35,236	$32,185	$44,381	14
90.0	Dean, Nursing	$33,000	$29,800	$37,521	33
91.0	Dean, Occupation Studies/Vocational Education/Technology	$35,500	$31,724	$40,489	54
94.0	Dean, Sciences	$35,961	$32,616	$42,130	28
95.0	Dean, Social Sciences	$34,883	$32,825	$38,400	21
97.0	Dean, Special Programs	$32,590	$28,713	$36,070	14

Table 22
PUBLIC 2-YEAR COLLEGES WITH ENROLLMENTS 2,500-4,999 (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** 2,500 thru 4,999. **1984/85 BUDGET RANGE:** Not specified. **CASES SELECTED:** 106.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$57,298	$54,000	$61,440	13
2.0	Chief Executive Officer, Single Institution	$59,100	$54,000	$64,044	90
3.0	Executive Vice President	$46,584	$43,500	$51,959	14
4.0	Chief Academic Officer	$47,000	$41,469	$52,287	91
5.0	Chief Business Officer	$43,647	$39,225	$47,861	94
6.0	Chief Student Affairs Officer	$42,425	$38,936	$47,780	96
7.0	Chief Development Officer	$38,160	$30,850	$39,500	18
8.0	Chief Public Relations Officer	$30,807	$25,416	$36,178	35
9.0	Chief Planning Officer	$39,354	$31,000	$44,071	12
10.0	Chief Personnel/Human Resources Officer	$35,934	$29,370	$42,780	37
12.0	Chief Budgeting Officer	$36,084	$29,550	$42,192	23
14.0	Registrar	$33,072	$27,040	$39,198	57
16.0	Director, Learning Resources Center	$34,906	$31,321	$39,316	61
17.0	Director, Library Services	$34,656	$32,010	$39,260	42
18.0	Director, Computer Center	$34,740	$30,694	$39,055	56
20.0	Director, Computer Center Operations/Administrative	$35,520	$31,460	$40,435	11
21.0	Director, Educational Media Services	$28,897	$22,778	$34,975	38
22.0	Director, Institutional Research	$33,674	$26,943	$36,000	31
24.0	Administrator, Grants and Contracts	$30,427	$24,618	$38,400	16
27.0	Comptroller	$33,015	$28,080	$37,449	36
28.0	Director, Accounting	$30,072	$27,000	$33,602	20
30.0	Bursar	$25,121	$21,976	$35,760	6
31.0	Director, Food Services	$22,500	$19,286	$25,884	18
32.0	Chief Physical Plant/Facilities Management Officer	$33,400	$29,331	$37,550	65
33.0	Director, Student Activities	$28,589	$23,382	$36,622	60
34.0	Director, Purchasing	$27,185	$23,100	$32,194	37
35.0	Director, Bookstore	$22,460	$20,052	$26,412	53
36.0	Director, Campus Security	$24,400	$20,260	$28,303	41
37.0	Director, Information Systems	$33,658	$29,311	$44,600	7
39.0	Director, Auxiliary Services	$27,037	$23,106	$35,123	15
40.0	Director, Admissions	$30,308	$28,080	$35,665	42
43.0	Director, Student Financial Aid	$29,880	$26,250	$33,340	81
44.0	Director, Student Placement	$25,652	$23,769	$30,264	41
45.0	Director, Student Counseling	$34,842	$29,994	$38,135	53
46.0	Director, Student Union	$27,977	$25,920	$30,761	5
48.0	Director, Student Health Services (Nurse Administrator)	$23,360	$21,096	$32,924	15
49.0	Director, Student Housing	$23,029	$19,968	$27,000	6
50.0	Director, Athletics	$36,106	$29,662	$40,704	40
53.0	Director, Campus Recreation/Intramurals	$25,600	$23,897	$27,119	13
55.0	Director, Information Office	$25,956	$24,411	$29,585	26
56.0	Director, Community Services	$36,113	$32,174	$41,266	41
61.0	Chief Development and Public Relations Officer	$34,610	$33,843	$38,700	11
62.0	Director, Personnel and Affirmative Action	$34,913	$30,000	$40,010	24
66.0	Director, Admissions and Registrar	$37,500	$33,015	$42,479	25
68.0	Dean, Agriculture	$36,084	$28,900	$45,360	6
69.0	Dean, Arts and Letters	$34,960	$34 730	$36,338	5
70.0	Dean, Arts and Sciences	$39,363	$37,936	$45,728	19
71.0	Dean, Business	$37,619	$35,352	$42,800	41
72.0	Dean, Communications	$39,644	$36,888	$42,626	9
73.0	Dean, Continuing Education	$37,933	$32,420	$43,672	54
75.0	Dean, Education	$36,500	$34,846	$40,815	8
76.0	Dean, Engineering	$38,600	$35,706	$43,670	10
78.0	Dean, Extension	$37,400	$35,404	$40,377	6
81.0	Dean, Health Related Professions	$38,198	$34,510	$42,402	30
83.0	Dean, Humanities	$39,312	$35,208	$49,754	21
84.0	Dean, Instruction	$41,121	$31,750	$45,073	16
87.0	Dean, Mathematics	$36,084	$34,915	$42,351	14
90.0	Dean, Nursing	$38,690	$35,279	$40,627	18
91.0	Dean, Occupation Studies/Vocational Education/Technology	$39,010	$35,500	$44,750	51
94.0	Dean, Sciences	$41,000	$39,119	$44,508	22
95.0	Dean, Social Sciences	$39,695	$33,843	$41,482	25
97.0	Dean, Special Programs	$36,084	$21,000	$37,276	12

Table 23
PUBLIC 2-YEAR COLLEGES WITH ENROLLMENTS 5,000-9,999 (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** 5,000 thru 9,999. **1984/85 BUDGET RANGE:** Not specified. **CASES SELECTED:** 62.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$62,400	$56,100	$70,395	13
2.0	Chief Executive Officer, Single Institution	$63,333	$58,397	$67,204	48
3.0	Executive Vice President	$52,687	$51,008	$57,328	16
4.0	Chief Academic Officer	$51,128	$48,250	$55,072	54
5.0	Chief Business Officer	$49,000	$45,936	$56,676	52
6.0	Chief Student Affairs Officer	$48,624	$43,000	$52,896	55
7.0	Chief Development Officer	$41,800	$36,000	$46,403	18
8.0	Chief Public Relations Officer	$36,886	$30,920	$42,425	30
9.0	Chief Planning Officer	$45,598	$36,639	$46,022	12
10.0	Chief Personnel/Human Resources Officer	$41,150	$37,175	$45,500	34
11.0	Chief Health Professions Officer	$35,000	$33,900	$52,080	7
12.0	Chief Budgeting Officer	$36,158	$32,500	$43,260	19
14.0	Registrar	$36,121	$31,600	$44,190	32
16.0	Director, Learning Resources Center	$40,500	$35,729	$45,835	38
17.0	Director, Library Services	$36,774	$31,110	$44,079	31
18.0	Director, Computer Center	$40,549	$36,847	$44,023	31
19.0	Director, Computer Center Operations/Academic	$30,195	$26,706	$50,956	7
20.0	Director, Computer Center Operations/Administrative	$36,380	$33,900	$37,542	9
21.0	Director, Educational Media Services	$31,559	$25,337	$35,000	16
22.0	Director, Institutional Research	$32,700	$30,000	$42,080	26
24.0	Administrator, Grants and Contracts	$32,100	$30,430	$42,087	13
25.0	Director, Affirmative Action/Equal Employment	$31,518	$27,771	$38,318	11
27.0	Comptroller	$39,596	$35,250	$42,087	29
28.0	Director, Accounting	$33,308	$28,239	$36,317	22
29.0	Director, Internal Audit	$28,598	$24,167	$33,240	10
30.0	Bursar	$26,697	$24,937	$33,323	11
31.0	Director, Food Services	$27,500	$27,000	$37,876	14
32.0	Chief Physical Plant/Facilities Management Officer	$37,765	$33,032	$42,000	46
33.0	Director, Student Activities	$30,105	$26,391	$37,698	40
34.0	Director, Purchasing	$27,300	$24,234	$30,919	32
35.0	Director, Bookstore	$25,000	$22,804	$29,045	35
36.0	Director, Campus Security	$26,580	$24,292	$29,948	31
37.0	Director, Information Systems	$40,534	$39,394	$42,000	5
38.0	Director, News Bureau	$19,800	$16,333	$25,788	8
39.0	Director, Auxiliary Services	$36,403	$28,796	$43,316	10
40.0	Director, Admissions	$34,603	$31,725	$41,776	22
43.0	Director, Student Financial Aid	$32,611	$28,712	$37,698	47
44.0	Director, Student Placement	$29,661	$25,500	$36,335	28
45.0	Director, Student Counseling	$38,171	$33,705	$42,411	36
48.0	Director, Student Health Services (Nurse Administrator)	$26,334	$19,892	$32,321	20
50.0	Director, Athletics	$38,952	$34,500	$45,089	30
54.0	Director, Alumni Affairs	$17,723	$15,368	$27,500	6
55.0	Director, Information Office	$32,200	$28,444	$36,317	11
56.0	Director, Community Services	$38,381	$30,921	$43,260	31
58.0	Director, Publications	$25,889	$24,800	$28,861	9
62.0	Director, Personnel and Affirmative Action	$38,825	$35,200	$43,260	10
63.0	Director, Admissions and Financial Aid	$39,377	$38,000	$41,700	6
66.0	Director, Admissions and Registrar	$38,354	$33,368	$40,637	16
69.0	Dean, Arts and Letters	$39,900	$38,952	$44,770	6
70.0	Dean, Arts and Sciences	$45,425	$39,672	$48,261	15
71.0	Dean, Business	$42,675	$38,250	$45,852	35
72.0	Dean, Communications	$43,500	$35,211	$45,080	11
73.0	Dean, Continuing Education	$42,820	$35,318	$45,435	28
76.0	Dean, Engineering	$42,855	$39,796	$49,259	7
78.0	Dean, Extension	$48,752	$41,748	$50,662	6
79.0	Dean, Fine Arts	$41,687	$37,500	$47,146	11
81.0	Dean, Health Related Professions	$42,900	$39,500	$49,759	20
83.0	Dean, Humanities	$41,406	$37,639	$48,752	19
84.0	Dean, Instruction	$41,300	$39,780	$48,870	6
87.0	Dean, Mathematics	$38,250	$37,065	$40,430	9
90.0	Dean, Nursing	$37,695	$35,000	$41,193	12
91.0	Dean, Occupation Studies/Vocational Education/Technology	$44,652	$41,190	$48,595	29
94.0	Dean, Sciences	$41,568	$37,963	$43,914	20
95.0	Dean, Social Sciences	$41,693	$38,080	$46,184	23
97.0	Dean, Special Programs	$42,130	$34,817	$48,928	7

Table 24
PUBLIC 2-YEAR COLLEGES WITH ENROLLMENTS 10,000 OR MORE (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** 10,000 or more. **1984/85 BUDGET RANGE:** Not specified. **CASES SELECTED:** 43.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$69,900	$66,000	$72,716	25
2.0	Chief Executive Officer, Single Institution	$63,300	$58,450	$71,500	24
3.0	Executive Vice President	$60,250	$51,726	$62,532	13
4.0	Chief Academic Officer	$55,036	$49,555	$59,259	40
5.0	Chief Business Officer	$53,208	$48,231	$60,000	38
6.0	Chief Student Affairs Officer	$49,333	$42,020	$55,385	31
7.0	Chief Development Officer	$39,240	$31,989	$48,379	11
8.0	Chief Public Relations Officer	$38,834	$35,352	$45,088	19
9.0	Chief Planning Officer	$50,750	$45,500	$51,000	9
10.0	Chief Personnel/Human Resources Officer	$45,933	$38,400	$49,333	25
11.0	Chief Health Professions Officer	$40,095	$37,950	$44,676	6
12.0	Chief Budgeting Officer	$42,116	$35,736	$47,500	17
13.0	General Counsel	$44,300	$39,923	$51,759	6
14.0	Registrar	$39,503	$27,612	$43,600	21
16.0	Director, Learning Resources Center	$41,340	$37,520	$48,539	19
17.0	Director, Library Services	$39,600	$33,328	$50,280	19
18.0	Director, Computer Center	$43,180	$40,484	$49,400	24
19.0	Director, Computer Center Operations/Academic	$37,796	$32,615	$40,577	5
20.0	Director, Computer Center Operations/Administrative	$39,323	$32,736	$44,037	6
21.0	Director, Educational Media Services	$32,700	$28,750	$42,114	15
22.0	Director, Institutional Research	$39,289	$36,093	$44,287	19
24.0	Administrator, Grants and Contracts	$38,960	$32,400	$43,227	13
25.0	Director, Affirmative Action/Equal Employment	$39,135	$39,100	$45,865	7
27.0	Comptroller	$41,400	$38,460	$46,475	18
28.0	Director, Accounting	$36,847	$33,428	$41,232	22
29.0	Director, Internal Audit	$36,279	$32,328	$42,060	16
30.0	Bursar	$30,351	$25,370	$36,608	9
31.0	Director, Food Services	$35,616	$35,200	$38,532	5
32.0	Chief Physical Plant/Facilities Management Officer	$40,970	$37,395	$45,835	32
33.0	Director, Student Activities	$36,372	$30,900	$39,160	25
34.0	Director, Purchasing	$37,100	$30,891	$40,406	27
35.0	Director, Bookstore	$29,112	$26,304	$31,783	18
36.0	Director, Campus Security	$29,591	$26,516	$37,752	25
37.0	Director, Information Systems	$44,100	$40,500	$49,000	12
39.0	Director, Auxiliary Services	$37,726	$26,000	$41,544	12
40.0	Director, Admissions	$38,719	$32,000	$47,593	13
43.0	Director, Student Financial Aid	$34,059	$32,431	$39,160	27
44.0	Director, Student Placement	$29,875	$28,150	$33,485	16
45.0	Director, Student Counseling	$38,334	$34,832	$45,332	23
48.0	Director, Student Health Services (Nurse Administrator)	$27,024	$25,446	$41,196	10
50.0	Director, Athletics	$43,824	$31,900	$51,492	19
55.0	Director, Information Office	$32,355	$29,124	$32,834	13
56.0	Director, Community Services	$43,000	$34,842	$49,116	20
58.0	Director, Publications	$27,586	$26,234	$29,515	9
59.0	Director, Risk Management and Insurance	$29,067	$27,062	$31,564	8
62.0	Director, Personnel and Affirmative Action	$43,200	$36,650	$51,156	12
66.0	Director, Admissions and Registrar	$40,542	$36,897	$45,351	13
69.0	Dean, Arts and Letters	$48,437	$47,146	$49,864	5
70.0	Dean, Arts and Sciences	$39,500	$35,758	$44,214	7
71.0	Dean, Business	$41,733	$38,542	$48,437	20
72.0	Dean, Communications	$45,835	$34,066	$46,412	5
73.0	Dean, Continuing Education	$40,536	$35,933	$52,879	17
79.0	Dean, Fine Arts	$42,804	$40,084	$49,864	8
81.0	Dean, Health Related Professions	$44,000	$40,938	$49,084	8
83.0	Dean, Humanities	$43,392	$34,834	$52,979	10
84.0	Dean, Instruction	$47,761	$44,942	$49,240	9
87.0	Dean, Mathematics	$43,392	$38,339	$58,064	7
90.0	Dean, Nursing	$37,815	$35,788	$42,839	6
91.0	Dean, Occupation Studies/Vocational Education/Technology	$41,652	$39,837	$48,792	20
94.0	Dean, Sciences	$41,200	$36,989	$48,437	15
95.0	Dean, Social Sciences	$43,175	$40,084	$45,835	17
97.0	Dean, Special Programs	$46,794	$37,500	$48,509	5

Table 25
ALL PRIVATE 2-YEAR COLLEGES (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Private Religious, Private Independent. **FTE-ENROLLMENT RANGE:** Not specified. **1984/85 BUDGET RANGE:** Not specified. **CASES SELECTED:** 51.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$43,650	$38,000	$54,545	49
3.0	Executive Vice President	$34,920	$30,000	$51,096	9
4.0	Chief Academic Officer	$32,445	$25,600	$38,500	44
5.0	Chief Business Officer	$29,700	$24,480	$35,720	42
6.0	Chief Student Affairs Officer	$26,100	$21,879	$32,000	42
7.0	Chief Development Officer	$26,872	$21,147	$34,000	27
8.0	Chief Public Relations Officer	$19,080	$16,320	$22,500	21
10.0	Chief Personnel/Human Resources Officer	$22,000	$15,150	$27,500	5
14.0	Registrar	$20,400	$17,000	$24,466	30
15.0	Director, Church Relations	$17,487	$16,000	$19,500	6
16.0	Director, Learning Resources Center	$21,960	$16,693	$24,265	17
17.0	Director, Library Services	$22,583	$19,478	$25,080	38
18.0	Director, Computer Center	$20,000	$18,000	$24,000	8
19.0	Director, Computer Center Operations/Academic	$25,500	$23,000	$26,800	7
20.0	Director, Computer Center Operations/Administrative	$15,500	$9,360	$24,098	7
26.0	Chaplain	$21,200	$12,000	$26,667	10
27.0	Comptroller	$21,000	$18,000	$26,000	20
28.0	Director, Accounting	$18,000	$18,000	$20,000	6
30.0	Bursar	$15,000	$11,500	$21,000	7
31.0	Director, Food Services	$18,082	$15,246	$20,000	9
32.0	Chief Physical Plant/Facilities Management Officer	$20,000	$15,750	$24,700	25
33.0	Director, Student Activities	$18,000	$14,000	$21,800	17
34.0	Director, Purchasing	$17,000	$14,307	$22,173	10
35.0	Director, Bookstore	$14,400	$12,000	$16,000	22
36.0	Director, Campus Security	$14,300	$13,075	$16,000	13
40.0	Director, Admissions	$25,500	$21,000	$28,800	36
43.0	Director, Student Financial Aid	$18,187	$15,970	$20,603	42
44.0	Director, Student Placement	$18,000	$15,000	$20,296	10
45.0	Director, Student Counseling	$20,745	$19,700	$24,840	21
48.0	Director, Student Health Services (Nurse Administrator)	$18,792	$14,600	$25,109	13
49.0	Director, Student Housing	$16,925	$12,000	$17,796	11
50.0	Director, Athletics	$22,152	$17,418	$27,000	16
53.0	Director, Campus Recreation/Intramurals	$15,333	$12,220	$17,251	6
54.0	Director, Alumni Affairs	$18,540	$15,500	$21,397	15
55.0	Director, Information Office	$19,500	$15,300	$22,975	7
61.0	Chief Development and Public Relations Officer	$27,000	$24,000	$31,800	6
65.0	Director, Development and Alumni Affairs	$23,464	$21,200	$25,000	5
71.0	Dean, Business	$26,667	$24,613	$32,500	6
73.0	Dean, Continuing Education	$24,000	$16,000	$27,500	10

Table 26

PUBLIC UNIVERSITIES WITH BUDGETS $24,999,999 OR LESS (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** Not specified. **1984/85 BUDGET RANGE:** $1 thru $24,999,999. **CASES SELECTED:** 78.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$57,729	$56,242	$64,092	6
2.0	Chief Executive Officer, Single Institution	$62,500	$57,600	$70,000	69
3.0	Executive Vice President	$51,000	$47,482	$56,400	17
4.0	Chief Academic Officer	$55,000	$49,678	$58,350	73
5.0	Chief Business Officer	$47,872	$41,669	$56,157	75
6.0	Chief Student Affairs Officer	$44,000	$38,244	$49,740	74
7.0	Chief Development Officer	$40,466	$34,020	$42,848	38
8.0	Chief Public Relations Officer	$34,000	$26,900	$40,176	35
9.0	Chief Planning Officer	$40,162	$36,733	$45,312	14
10.0	Chief Personnel/Human Resources Officer	$30,900	$26,000	$33,572	41
12.0	Chief Budgeting Officer	$34,000	$29,223	$38,900	24
13.0	General Counsel	$33,000	$28,700	$36,546	8
14.0	Registrar	$33,000	$28,900	$36,350	56
16.0	Director, Learning Resources Center	$29,594	$23,470	$35,531	26
17.0	Director, Library Services	$36,167	$33,819	$40,708	67
18.0	Director, Computer Center	$37,500	$32,000	$43,350	58
19.0	Director, Computer Center Operations/Academic	$34,140	$27,891	$40,401	11
20.0	Director, Computer Center Operations/Administrative	$31,485	$26,500	$35,000	12
21.0	Director, Educational Media Services	$28,911	$21,300	$36,665	32
22.0	Director, Institutional Research	$34,875	$28,250	$38,330	31
24.0	Administrator, Grants and Contracts	$32,957	$20,909	$40,500	24
25.0	Director, Affirmative Action/Equal Employment	$34,500	$30,814	$39,884	27
27.0	Comptroller	$34,550	$30,038	$39,000	39
28.0	Director, Accounting	$26,784	$22,225	$34,000	23
29.0	Director, Internal Audit	$25,500	$21,461	$28,059	15
30.0	Bursar	$23,964	$19,152	$27,380	17
31.0	Director, Food Services	$29,130	$27,000	$30,836	13
32.0	Chief Physical Plant/Facilities Management Officer	$35,172	$31,140	$40,176	71
33.0	Director, Student Activities	$24,726	$21,012	$31,997	41
34.0	Director, Purchasing	$25,300	$21,100	$28,800	48
35.0	Director, Bookstore	$22,000	$19,290	$26,075	49
36.0	Director, Campus Security	$24,864	$21,612	$27,100	57
37.0	Director, Information Systems	$32,006	$29,112	$37,253	9
38.0	Director, News Bureau	$25,000	$21,074	$27,810	21
39.0	Director, Auxiliary Services	$29,568	$25,020	$32,000	16
40.0	Director, Admissions	$30,000	$25,000	$33,677	48
41.0	Director, Foreign Students	$23,655	$22,500	$32,256	13
42.0	Director, International Studies Education	$44,973	$43,332	$50,020	5
43.0	Director, Student Financial Aid	$29,124	$25,966	$32,172	70
44.0	Director, Student Placement	$27,566	$24,180	$30,936	51
45.0	Director, Student Counseling	$30,204	$27,336	$35,500	48
46.0	Director, Student Union	$27,191	$22,572	$34,440	33
47.0	Director, Student Health Services (Physician Administrator)	$48,300	$27,804	$59,529	15
48.0	Director, Student Health Services (Nurse Administrator)	$21,942	$17,724	$24,960	30
49.0	Director, Student Housing	$25,512	$21,300	$31,883	37
50.0	Director, Athletics	$38,643	$33,099	$42,150	54
51.0	Director, Athletics/Men	$37,730	$28,201	$44,218	6
52.0	Director, Athletics/Women	$30,900	$28,528	$42,491	11
53.0	Director, Campus Recreation/Intramurals	$23,770	$17,477	$29,280	26
54.0	Director, Alumni Affairs	$24,180	$20,000	$27,786	45
55.0	Director, Information Office	$26,973	$20,500	$31,183	27
56.0	Director, Community Services	$35,835	$28,355	$41,400	11
58.0	Director, Publications	$21,880	$21,170	$26,300	10
60.0	Chief Planning and Budget Officer	$38,000	$34,200	$44,189	7
61.0	Chief Development and Public Relations Officer	$41,232	$40,370	$47,390	14
62.0	Director, Personnel and Affirmative Action	$29,500	$27,100	$33,504	21
63.0	Director, Admissions and Financial Aid	$32,500	$25,600	$35,200	5
65.0	Director, Development and Alumni Affairs	$31,110	$25,000	$34,312	6
66.0	Director, Admissions and Registrar	$33,566	$30,236	$40,448	18
68.0	Dean, Agriculture	$49,008	$37,558	$53,500	7
69.0	Dean, Arts and Letters	$43,970	$40,000	$48,000	13
70.0	Dean, Arts and Sciences	$48,380	$44,870	$52,466	39
71.0	Dean, Business	$49,426	$43,968	$53,617	57
73.0	Dean, Continuing Education	$38,160	$36,334	$44,004	30
75.0	Dean, Education	$44,900	$39,400	$50,000	61
76.0	Dean, Engineering	$52,000	$42,000	$54,400	9
78.0	Dean, Extension	$37,724	$37,000	$43,493	5
79.0	Dean, Fine Arts	$43,500	$37,299	$47,500	15
80.0	Dean, Graduate Programs	$45,329	$42,115	$49,500	31
81.0	Dean, Health Related Professions	$47,113	$46,010	$48,384	10
83.0	Dean, Humanities	$44,100	$36,750	$48,576	13
87.0	Dean, Mathematics	$36,390	$29,250	$42,000	9
90.0	Dean, Nursing	$44,003	$40,000	$48,950	27
91.0	Dean, Occupation Studies/Vocational Education/Technology	$41,100	$40,000	$53,243	10
94.0	Dean, Sciences	$42,198	$38,937	$50,400	26
95.0	Dean, Social Sciences	$35,910	$31,350	$42,485	10

Table 27
PUBLIC UNIVERSITIES WITH BUDGETS $25-49.9-MILLION (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** Not specified. **1984/85 BUDGET RANGE:** $25,000,000 thru $49,999,999. **CASES SELECTED:** 80.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$85,186	$71,300	$88,000	5
2.0	Chief Executive Officer, Single Institution	$69,760	$64,233	$74,900	74
3.0	Executive Vice President	$60,008	$51,956	$61,416	13
4.0	Chief Academic Officer	$60,116	$55,000	$66,500	71
5.0	Chief Business Officer	$54,966	$50,523	$59,850	75
6.0	Chief Student Affairs Officer	$50,523	$47,473	$53,508	74
7.0	Chief Development Officer	$44,300	$38,202	$50,000	47
8.0	Chief Public Relations Officer	$37,428	$30,750	$44,790	41
9.0	Chief Planning Officer	$44,945	$40,000	$52,026	17
10.0	Chief Personnel/Human Resources Officer	$34,536	$31,775	$40,700	62
12.0	Chief Budgeting Officer	$38,850	$34,680	$44,871	45
13.0	General Counsel	$41,667	$36,800	$49,834	21
14.0	Registrar	$36,010	$32,943	$39,554	61
16.0	Director, Learning Resources Center	$39,000	$30,680	$46,851	23
17.0	Director, Library Services	$43,986	$40,827	$47,885	67
18.0	Director, Computer Center	$42,600	$38,000	$45,974	60
19.0	Director, Computer Center Operations/Academic	$37,897	$32,340	$42,500	21
20.0	Director, Computer Center Operations/Administrative	$33,929	$31,000	$40,792	22
21.0	Director, Educational Media Services	$36,000	$27,729	$40,876	30
22.0	Director, Institutional Research	$35,212	$31,101	$41,912	52
23.0	Director, Special and Deferred Gifts	$30,600	$25,551	$43,255	12
24.0	Administrator, Grants and Contracts	$35,018	$29,223	$46,400	46
25.0	Director, Affirmative Action/Equal Employment	$32,000	$27,563	$36,960	48
27.0	Comptroller	$40,137	$37,344	$44,600	55
28.0	Director, Accounting	$32,375	$28,890	$37,140	41
29.0	Director, Internal Audit	$30,000	$28,132	$35,000	46
30.0	Bursar	$25,624	$21,594	$31,319	29
31.0	Director, Food Services	$32,525	$29,223	$34,100	27
32.0	Chief Physical Plant/Facilities Management Officer	$39,945	$36,343	$43,900	76
33.0	Director, Student Activities	$30,200	$25,983	$37,595	45
34.0	Director, Purchasing	$28,877	$25,704	$33,720	71
35.0	Director, Bookstore	$27,551	$24,833	$32,413	51
36.0	Director, Campus Security	$29,044	$24,974	$32,600	70
37.0	Director, Information Systems	$40,296	$37,295	$45,124	18
38.0	Director, News Bureau	$25,952	$23,400	$28,240	25
39.0	Director, Auxiliary Services	$38,648	$33,784	$40,944	37
40.0	Director, Admissions	$34,700	$31,944	$38,000	56
41.0	Director, Foreign Students	$24,532	$21,179	$31,000	25
42.0	Director, International Studies Education	$32,299	$28,272	$37,401	14
43.0	Director, Student Financial Aid	$31,883	$29,786	$35,432	76
44.0	Director, Student Placement	$32,000	$28,328	$36,500	68
45.0	Director, Student Counseling	$35,000	$29,735	$41,581	67
46.0	Director, Student Union	$32,418	$27,500	$35,200	51
47.0	Director, Student Health Services (Physician Administrator)	$55,260	$47,981	$62,040	38
48.0	Director, Student Health Services (Nurse Administrator)	$24,450	$21,138	$26,711	29
49.0	Director, Student Housing	$30,173	$26,988	$35,743	57
50.0	Director, Athletics	$41,488	$38,000	$45,671	63
51.0	Director, Athletics/Men	$37,663	$36,461	$46,200	14
52.0	Director, Athletics/Women	$31,054	$24,768	$38,879	26
53.0	Director, Campus Recreation/Intramurals	$24,420	$19,648	$28,973	40
54.0	Director, Alumni Affairs	$27,946	$25,374	$31,728	62
55.0	Director, Information Office	$30,563	$26,719	$33,168	31
56.0	Director, Community Services	$30,600	$25,300	$38,520	8
58.0	Director, Publications	$26,719	$23,175	$30,007	32
59.0	Director, Risk Management and Insurance	$29,485	$28,917	$38,200	5
60.0	Chief Planning and Budget Officer	$46,926	$42,840	$51,500	11
61.0	Chief Development and Public Relations Officer	$49,666	$47,200	$51,500	13
62.0	Director, Personnel and Affirmative Action	$35,200	$34,000	$36,300	6
65.0	Director, Development and Alumni Affairs	$37,945	$35,831	$52,416	10
66.0	Director, Admissions and Registrar	$40,008	$37,552	$44,800	20
68.0	Dean, Agriculture	$50,065	$48,553	$54,594	9
69.0	Dean, Arts and Letters	$50,960	$46,670	$54,215	11
70.0	Dean, Arts and Sciences	$52,056	$48,355	$56,707	50
71.0	Dean, Business	$53,648	$50,239	$56,400	65
73.0	Dean, Continuing Education	$44,980	$41,319	$47,824	45
75.0	Dean, Education	$50,239	$47,737	$53,880	63
76.0	Dean, Engineering	$58,838	$53,000	$65,640	24
78.0	Dean, Extension	$45,944	$43,680	$56,390	9
79.0	Dean, Fine Arts	$50,000	$47,300	$54,528	21
80.0	Dean, Graduate Programs	$49,720	$47,824	$54,540	57
81.0	Dean, Health Related Professions	$51,070	$41,500	$55,068	12
82.0	Dean, Home Economics	$50,750	$34,000	$54,631	7
83.0	Dean, Humanities	$50,952	$47,088	$56,400	12
85.0	Dean, Law	$68,340	$59,116	$70,024	7
86.0	Dean, Library and Information Sciences	$49,451	$45,500	$51,000	10
90.0	Dean, Nursing	$49,056	$43,000	$53,560	22
91.0	Dean, Occupation Studies/Vocational Education/Technology	$48,650	$45,572	$50,251	11
94.0	Dean, Sciences	$50,913	$46,386	$53,849	22
95.0	Dean, Social Sciences	$42,200	$41,604	$45,000	8
97.0	Dean, Special Programs	$37,275	$34,000	$45,720	6
98.0	Dean, Undergraduate Programs	$52,400	$45,372	$52,800	7

Table 28

PUBLIC UNIVERSITIES WITH BUDGETS $50-99.9-MILLION (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** Not specified.
1984/85 BUDGET RANGE: $50,000,000 thru $99,999,999. **CASES SELECTED:** 51.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$84,000	$68,970	$87,550	11
2.0	Chief Executive Officer, Single Institution	$76,466	$71,070	$81,576	41
3.0	Executive Vice President	$65,004	$53,758	$74,050	13
4.0	Chief Academic Officer	$65,000	$61,325	$69,300	48
5.0	Chief Business Officer	$61,416	$55,200	$65,200	51
6.0	Chief Student Affairs Officer	$57,609	$53,072	$63,100	50
7.0	Chief Development Officer	$50,900	$46,920	$55,788	32
8.0	Chief Public Relations Officer	$44,652	$37,589	$48,206	22
9.0	Chief Planning Officer	$52,000	$45,918	$55,236	17
10.0	Chief Personnel/Human Resources Officer	$40,950	$35,246	$47,500	48
12.0	Chief Budgeting Officer	$42,547	$35,000	$48,033	34
13.0	General Counsel	$47,436	$43,450	$52,915	23
14.0	Registrar	$37,368	$34,000	$42,751	41
16.0	Director, Learning Resources Center	$40,100	$31,220	$44,652	22
17.0	Director, Library Services	$50,064	$46,008	$52,800	46
18.0	Director, Computer Center	$49,360	$43,050	$51,000	40
19.0	Director, Computer Center Operations/Academic	$35,592	$31,612	$44,109	20
20.0	Director, Computer Center Operations/Administrative	$40,600	$35,334	$42,540	16
21.0	Director, Educational Media Services	$36,192	$30,443	$41,856	32
22.0	Director, Institutional Research	$40,065	$34,300	$45,473	38
23.0	Director, Special and Deferred Gifts	$36,948	$31,200	$40,764	12
24.0	Administrator, Grants and Contracts	$40,000	$34,049	$46,435	39
25.0	Director, Affirmative Action/Equal Employment	$32,972	$29,767	$38,754	41
27.0	Comptroller	$44,174	$40,260	$48,317	40
28.0	Director, Accounting	$34,355	$30,650	$37,140	31
29.0	Director, Internal Audit	$33,528	$29,146	$36,390	41
30.0	Bursar	$32,910	$28,204	$37,336	30
31.0	Director, Food Services	$33,000	$29,561	$39,192	32
32.0	Chief Physical Plant/Facilities Management Officer	$45,624	$43,260	$49,557	51
33.0	Director, Student Activities	$32,399	$27,968	$40,608	37
34.0	Director, Purchasing	$33,804	$30,430	$37,140	48
35.0	Director, Bookstore	$32,900	$29,786	$36,460	39
36.0	Director, Campus Security	$36,225	$30,813	$39,768	48
37.0	Director, Information Systems	$43,156	$37,518	$48,802	16
38.0	Director, News Bureau	$29,044	$24,529	$30,628	20
39.0	Director, Auxiliary Services	$43,000	$39,164	$48,800	31
40.0	Director, Admissions	$37,000	$33,084	$42,000	41
41.0	Director, Foreign Students	$27,851	$24,199	$36,210	32
42.0	Director, International Studies Education	$37,210	$30,500	$49,184	14
43.0	Director, Student Financial Aid	$35,700	$32,754	$39,503	50
44.0	Director, Student Placement	$34,638	$30,900	$39,439	46
45.0	Director, Student Counseling	$38,200	$36,050	$45,350	46
46.0	Director, Student Union	$34,145	$28,200	$37,341	37
47.0	Director, Student Health Services (Physician Administrator)	$56,532	$52,200	$60,300	32
48.0	Director, Student Health Services (Nurse Administrator)	$25,824	$22,141	$27,350	21
49.0	Director, Student Housing	$33,000	$29,064	$39,166	37
50.0	Director, Athletics	$49,113	$43,500	$55,800	42
51.0	Director, Athletics/Men	$40,600	$33,000	$44,652	7
52.0	Director, Athletics/Women	$34,100	$26,900	$37,500	15
53.0	Director, Campus Recreation/Intramurals	$30,667	$26,747	$37,184	35
54.0	Director, Alumni Affairs	$33,660	$30,600	$40,000	44
55.0	Director, Information Office	$35,000	$31,270	$37,500	29
56.0	Director, Community Services	$31,450	$25,955	$35,693	10
58.0	Director, Publications	$31,901	$27,378	$33,200	32
59.0	Director, Risk Management and Insurance	$30,430	$25,680	$33,858	11
60.0	Chief Planning and Budget Officer	$49,980	$46,900	$52,650	6
61.0	Chief Development and Public Relations Officer	$54,600	$50,004	$61,000	11
64.0	Director, Housing and Food Services	$41,436	$37,210	$43,594	11
65.0	Director, Development and Alumni Affairs	$44,310	$43,849	$46,300	5
66.0	Director, Admissions and Registrar	$45,100	$40,392	$52,100	10
67.0	Dean, Architecture	$54,000	$50,003	$57,200	9
68.0	Dean, Agriculture	$58,000	$57,600	$59,509	10
69.0	Dean, Arts and Letters	$55,236	$52,250	$59,000	10
70.0	Dean, Arts and Sciences	$60,000	$57,936	$64,266	30
71.0	Dean, Business	$59,600	$56,017	$62,081	48
73.0	Dean, Continuing Education	$51,398	$47,760	$54,000	34
75.0	Dean, Education	$57,600	$53,000	$60,700	45
76.0	Dean, Engineering	$61,825	$56,340	$67,000	26
78.0	Dean, Extension	$56,719	$53,389	$64,602	7
79.0	Dean, Fine Arts	$54,000	$49,400	$58,896	18
80.0	Dean, Graduate Programs	$53,797	$50,952	$59,000	46
81.0	Dean, Health Related Professions	$51,840	$48,904	$57,936	16
82.0	Dean, Home Economics	$46,435	$45,870	$55,000	5
83.0	Dean, Humanities	$53,072	$46,435	$57,412	9
85.0	Dean, Law	$70,000	$63,500	$76,730	11
86.0	Dean, Library and Information Sciences	$50,000	$50,004	$53,520	6
88.0	Dean, Medicine	$81,013	$74,465	$90,900	5
89.0	Dean, Music	$56,238	$49,188	$57,500	5
90.0	Dean, Nursing	$53,370	$49,788	$59,000	15
91.0	Dean, Occupation Studies/Vocational Education/Technology	$55,150	$48,650	$59,193	10
94.0	Dean, Sciences	$55,236	$49,380	$59,000	16
95.0	Dean, Social Sciences	$46,435	$45,000	$60,000	7
96.0	Dean, Social Work	$52,026	$50,205	$65,500	6
98.0	Dean, Undergraduate Programs	$48,000	$45,267	$55,408	11

Table 29
PUBLIC UNIVERSITIES WITH BUDGETS $100-149.9-MILLION (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** Not specified
1984/85 BUDGET RANGE: $100,000,000 thru $149,999,999. **CASES SELECTED:** 24.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$90,800	$81,032	$97,000	7
2.0	Chief Executive Officer, Single Institution	$83,673	$77,160	$88,500	18
3.0	Executive Vice President	$70,350	$62,175	$74,100	6
4.0	Chief Academic Officer	$74,000	$68,952	$81,000	22
5.0	Chief Business Officer	$67,088	$64,584	$70,100	23
6.0	Chief Student Affairs Officer	$61,500	$56,000	$65,554	22
7.0	Chief Development Officer	$57,800	$46,224	$70,800	15
8.0	Chief Public Relations Officer	$51,300	$37,000	$59,700	19
10.0	Chief Personnel/Human Resources Officer	$41,364	$40,284	$46,400	21
11.0	Chief Health Professions Officer	$81,840	$76,306	$106,725	5
12.0	Chief Budgeting Officer	$45,000	$35,398	$55,000	17
13.0	General Counsel	$49,835	$43,930	$56,840	16
14.0	Registrar	$39,000	$35,612	$43,728	20
16.0	Director, Learning Resources Center	$36,064	$31,775	$38,229	8
17.0	Director, Library Services	$57,000	$52,800	$58,428	21
18.0	Director, Computer Center	$52,000	$50,244	$57,000	14
19.0	Director, Computer Center Operations/Academic	$45,939	$37,524	$48,500	14
20.0	Director, Computer Center Operations/Administrative	$43,600	$40,020	$51,500	15
21.0	Director, Educational Media Services	$38,016	$32,072	$46,400	11
22.0	Director, Institutional Research	$41,600	$37,000	$53,500	18
23.0	Director, Special and Deferred Gifts	$48,000	$28,647	$53,250	6
24.0	Administrator, Grants and Contracts	$44,228	$37,500	$56,000	27
25.0	Director, Affirmative Action/Equal Employment	$40,150	$35,338	$43,500	18
27.0	Comptroller	$50,340	$45,675	$52,550	18
28.0	Director, Accounting	$37,110	$30,750	$38,448	18
29.0	Director, Internal Audit	$34,500	$33,300	$38,940	20
30.0	Bursar	$32,805	$27,816	$35,848	12
31.0	Director, Food Services	$37,644	$36,000	$41,936	13
32.0	Chief Physical Plant/Facilities Management Officer	$48,788	$44,000	$54,432	22
33.0	Director, Student Activities	$34,116	$28,200	$38,200	16
34.0	Director, Purchasing	$37,518	$34,100	$40,603	23
35.0	Director, Bookstore	$32,902	$31,110	$33,837	17
36.0	Director, Campus Security	$36,336	$32,300	$39,840	23
37.0	Director, Information Systems	$39,564	$36,000	$50,800	8
38.0	Director, News Bureau	$33,720	$32,500	$36,000	11
39.0	Director, Auxiliary Services	$40,416	$38,961	$47,000	13
40.0	Director, Admissions	$37,008	$34,000	$46,000	19
41.0	Director, Foreign Students	$27,300	$24,400	$32,580	16
42.0	Director, International Studies Education	$48,904	$45,265	$59,260	10
43.0	Director, Student Financial Aid	$37,703	$34,524	$40,000	23
44.0	Director, Student Placement	$33,800	$30,576	$36,000	20
45.0	Director, Student Counseling	$40,000	$38,508	$43,500	22
46.0	Director, Student Union	$35,500	$31,187	$42,500	16
47.0	Director, Student Health Services (Physician Administrator)	$62,028	$55,065	$72,610	20
48.0	Director, Student Health Services (Nurse Administrator)	$26,964	$26,700	$31,800	6
49.0	Director, Student Housing	$40,776	$35,151	$43,743	20
50.0	Director, Athletics	$59,460	$50,448	$64,500	18
52.0	Director, Athletics/Women	$37,400	$33,333	$40,752	6
53.0	Director, Campus Recreation/Intramurals	$31,375	$26,267	$33,600	18
54.0	Director, Alumni Affairs	$35,875	$32,046	$42,128	17
55.0	Director, Information Office	$38,244	$34,280	$43,800	10
58.0	Director, Publications	$31,428	$27,804	$36,348	16
59.0	Director, Risk Management and Insurance	$28,578	$27,982	$33,800	5
66.0	Director, Admissions and Registrar	$46,584	$41,112	$49,750	7
67.0	Dean, Architecture	$60,000	$58,550	$60,900	7
68.0	Dean, Agriculture	$66,500	$62,750	$69,600	12
70.0	Dean, Arts and Sciences	$66,542	$63,500	$70,452	20
71.0	Dean, Business	$66,000	$62,928	$70,925	21
72.0	Dean, Communications	$58,300	$58,000	$62,300	5
73.0	Dean, Continuing Education	$54,745	$53,040	$58,008	14
75.0	Dean, Education	$60,000	$57,989	$63,200	21
76.0	Dean, Engineering	$67,980	$65,000	$75,640	20
78.0	Dean, Extension	$63,200	$57,100	$65,200	8
79.0	Dean, Fine Arts	$54,000	$52,000	$60,504	9
80.0	Dean, Graduate Programs	$59,434	$57,996	$63,000	20
81.0	Dean, Health Related Professions	$60,400	$60,000	$62,558	9
82.0	Dean, Home Economics	$58,000	$54,600	$63,600	11
85.0	Dean, Law	$78,000	$71,073	$87,800	11
86.0	Dean, Library and Information Sciences	$54,000	$53,333	$55,000	6
88.0	Dean, Medicine	$90,000	$75,500	$106,000	6
90.0	Dean, Nursing	$58,000	$56,375	$58,700	10
96.0	Dean, Social Work	$56,500	$55,300	$60,500	7
98.0	Dean, Undergraduate Programs	$50,935	$48,500	$58,100	6
99.0	Dean, Veterinary Medicine	$69,550	$65,800	$69,972	5

Table 30
PUBLIC UNIVERSITIES WITH BUDGETS $150-MILLION OR MORE (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** Not specified. **1984/85 BUDGET RANGE:** $150,000,000 or more. **CASES SELECTED:** 65.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$92,000	$78,000	$99,750	28
2.0	Chief Executive Officer, Single Institution	$90,524	$83,000	$96,000	39
3.0	Executive Vice President	$73,500	$66,511	$83,900	16
4.0	Chief Academic Officer	$78,000	$70,000	$85,000	58
5.0	Chief Business Officer	$71,070	$64,600	$77,000	57
6.0	Chief Student Affairs Officer	$62,400	$56,000	$68,000	47
7.0	Chief Development Officer	$59,800	$50,050	$69,400	34
8.0	Chief Public Relations Officer	$50,600	$45,300	$62,600	34
9.0	Chief Planning Officer	$54,800	$48,000	$69,960	20
10.0	Chief Personnel/Human Resources Officer	$51,570	$46,950	$61,692	53
11.0	Chief Health Professions Officer	$89,000	$83,600	$99,700	27
12.0	Chief Budgeting Officer	$51,839	$44,000	$58,934	45
13.0	General Counsel	$59,500	$48,500	$68,075	38
14.0	Registrar	$43,050	$38,115	$49,280	40
16.0	Director, Learning Resources Center	$42,200	$36,288	$50,750	22
17.0	Director, Library Services	$61,000	$55,309	$66,385	47
18.0	Director, Computer Center	$55,000	$49,968	$60,132	34
19.0	Director, Computer Center Operations/Academic	$55,000	$48,049	$62,750	31
20.0	Director, Computer Center Operations/Administrative	$49,968	$44,900	$57,000	36
21.0	Director, Educational Media Services	$43,795	$39,000	$47,080	33
22.0	Director, Institutional Research	$43,280	$39,372	$46,020	39
23.0	Director, Special and Deferred Gifts	$38,452	$32,643	$48,000	15
24.0	Administrator, Grants and Contracts	$50,320	$44,000	$57,800	50
25.0	Director, Affirmative Action/Equal Employment	$39,900	$35,246	$45,473	45
27.0	Comptroller	$51,250	$45,749	$60,780	43
28.0	Director, Accounting	$42,065	$37,509	$47,500	42
29.0	Director, Internal Audit	$43,788	$37,183	$48,700	51
30.0	Bursar	$37,200	$32,200	$42,000	28
31.0	Director, Food Services	$40,058	$36,910	$44,640	24
32.0	Chief Physical Plant/Facilities Management Officer	$55,000	$47,545	$59,500	52
33.0	Director, Student Activities	$37,500	$30,036	$42,859	30
34.0	Director, Purchasing	$43,909	$38,229	$49,700	52
35.0	Director, Bookstore	$35,255	$30,839	$42,780	35
36.0	Director, Campus Security	$44,473	$38,665	$48,760	49
37.0	Director, Information Systems	$53,000	$42,500	$56,500	23
38.0	Director, News Bureau	$33,716	$28,616	$40,279	33
39.0	Director, Auxiliary Services	$46,600	$41,000	$53,350	25
40.0	Director, Admissions	$42,100	$38,265	$50,034	38
41.0	Director, Foreign Students	$36,300	$32,000	$40,287	26
42.0	Director, International Studies Education	$38,160	$25,680	$55,310	24
43.0	Director, Student Financial Aid	$42,000	$38,212	$45,150	51
44.0	Director, Student Placement	$37,500	$33,164	$40,700	45
45.0	Director, Student Counseling	$42,600	$39,100	$51,852	42
46.0	Director, Student Union	$43,250	$37,090	$48,400	37
47.0	Director, Student Health Services (Physician Administrator)	$65,832	$60,151	$72,168	41
48.0	Director, Student Health Services (Nurse Administrator)	$27,500	$25,000	$29,058	13
49.0	Director, Student Housing	$42,500	$38,210	$47,116	34
50.0	Director, Athletics	$66,660	$60,000	$70,000	37
51.0	Director, Athletics/Men	$54,540	$40,721	$71,300	10
52.0	Director, Athletics/Women	$40,221	$35,537	$44,640	21
53.0	Director, Campus Recreation/Intramurals	$36,600	$27,593	$41,965	39
54.0	Director, Alumni Affairs	$40,956	$34,811	$48,400	41
55.0	Director, Information Office	$45,500	$39,960	$50,375	26
56.0	Director, Community Services	$50,056	$31,547	$57,700	10
57.0	Administrator, Hospital Medical Center	$80,000	$69,821	$98,975	20
58.0	Director, Publications	$38,088	$29,880	$44,820	31
59.0	Director, Risk Management and Insurance	$42,386	$38,000	$47,900	27
60.0	Chief Planning and Budget Officer	$57,941	$53,706	$65,525	19
61.0	Chief Development and Public Relations Officer	$69,654	$63,912	$76,000	15
62.0	Director, Personnel and Affirmative Action	$45,005	$43,008	$55,249	6
63.0	Director, Admissions and Financial Aid	$50,300	$49,050	$58,897	6
64.0	Director, Housing and Food Services	$51,258	$47,950	$57,700	13
65.0	Director, Development and Alumni Affairs	$52,272	$49,400	$56,200	5
66.0	Director, Admissions and Registrar	$49,500	$44,500	$53,170	10
67.0	Dean, Architecture	$64,80	$58,000	$69,000	26
68.0	Dean, Agriculture	$71,623	$64,974	$80,000	27
69.0	Dean, Arts and Letters	$64,116	$61,270	$75,500	10
70.0	Dean, Arts and Sciences	$69,000	$62,230	$79,200	30
71.0	Dean, Business	$73,610	$66,725	$78,312	42
72.0	Dean, Communications	$62,800	$53,325	$66,300	15
73.0	Dean, Continuing Education	$52,299	$44,691	$59,500	32
74.0	Dean, Dentistry	$79,570	$75,774	$98,991	17
75.0	Dean, Education	$66,000	$61,000	$71,040	41
76.0	Dean, Engineering	$74,388	$68,800	$80,000	44
78.0	Dean, Extension	$64,340	$56,998	$69,100	13
79.0	Dean, Fine Arts	$65,096	$53,500	$70,114	18
80.0	Dean, Graduate Programs	$68,000	$61,000	$78,700	41
81.0	Dean, Health Related Professions	$65,265	$56,834	$68,750	12
82.0	Dean, Home Economics	$62,230	$54,828	$69,500	18
83.0	Dean, Humanities	$70,000	$66,000	$75,701	9
85.0	Dean, Law	$80,340	$75,504	$88,000	31
86.0	Dean, Library and Information Sciences	$55,000	$48,150	$63,000	15
87.0	Dean, Mathematics	$59,477	$44,226	$77,040	9
88.0	Dean, Medicine	$96,768	$87,840	$126,225	26
89.0	Dean, Music	$63,073	$54,960	$68,000	15
90.0	Dean, Nursing	$66,160	$60,642	$73,270	31
91.0	Dean, Occupation Studies/Vocational Education/Technology	$60,966	$43,500	$69,000	8
92.0	Dean, Pharmacy	$67,830	$59,640	$73,874	28
93.0	Dean, Public Health	$80,031	$73,000	$96,800	7
94.0	Dean, Sciences	$69,240	$64,000	$76,850	16
95.0	Dean, Social Sciences	$75,516	$66,000	$83,000	9
96.0	Dean, Social Work	$59,500	$55,650	$70,000	25
98.0	Dean, Undergraduate Programs	$55,539	$55,500	$59,555	6
99.0	Dean, Veterinary Medicine	$73,100	$66,600	$77,712	15

Table 31
PRIVATE UNIVERSITIES WITH BUDGETS $24.9-MILLION OR LESS (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Private Religious, Private Independent. **FTE-ENROLLMENT RANGE:** Not specified. **1984/85 BUDGET RANGE:** $1 thru $24,999,999. **CASES SELECTED:** 57.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$70,000	$60,000	$82,000	51
3.0	Executive Vice President	$56,000	$52,000	$65,585	18
4.0	Chief Academic Officer	$51,361	$48,100	$55,825	49
5.0	Chief Business Officer	$49,675	$40,000	$60,000	51
6.0	Chief Student Affairs Officer	$38,000	$32,350	$45,000	49
7.0	Chief Development Officer	$43,680	$40,000	$55,825	34
8.0	Chief Public Relations Officer	$28,000	$24,000	$34,260	30
9.0	Chief Planning Officer	$34,100	$27,950	$48,700	15
10.0	Chief Personnel/Human Resources Officer	$26,500	$22,080	$31,200	32
12.0	Chief Budgeting Officer	$31,800	$24,960	$37,750	10
13.0	General Counsel	$32,000	$25,834	$63,500	5
14.0	Registrar	$27,750	$23,527	$31,300	48
15.0	Director, Church Relations	$25,700	$20,000	$32,448	9
16.0	Director, Learning Resources Center	$24,732	$22,000	$27,935	11
17.0	Director, Library Services	$30,000	$25,000	$34,000	51
18.0	Director, Computer Center	$33,661	$28,500	$39,710	36
19.0	Director, Computer Center Operations/Academic	$29,000	$25,200	$38,278	19
20.0	Director, Computer Center Operations/Administrative	$28,430	$25,800	$33,384	17
21.0	Director, Educational Media Services	$22,000	$18,795	$24,375	20
22.0	Director, Institutional Research	$24,000	$21,141	$31,350	16
23.0	Director, Special and Deferred Gifts	$32,606	$28,363	$38,000	25
24.0	Administrator, Grants and Contracts	$31,645	$22,500	$36,500	13
26.0	Chaplain	$25,200	$21,943	$28,080	32
27.0	Comptroller	$34,398	$30,000	$39,955	42
28.0	Director, Accounting	$24,996	$21,500	$26,000	23
29.0	Director, Internal Audit	$26,640	$26,117	$32,700	5
30.0	Bursar	$23,400	$18,200	$27,300	14
31.0	Director, Food Services	$28,080	$23,064	$32,000	16
32.0	Chief Physical Plant/Facilities Management Officer	$30,000	$27,500	$37,380	49
33.0	Director, Student Activities	$20,939	$18,000	$26,450	31
34.0	Director, Purchasing	$22,900	$17,592	$26,390	34
35.0	Director, Bookstore	$20,450	$16,212	$22,925	37
36.0	Director, Campus Security	$19,716	$18,500	$25,770	39
37.0	Director, Information Systems	$30,000	$23,064	$39,470	6
38.0	Director, News Bureau	$20,534	$18,000	$26,000	16
39.0	Director, Auxiliary Services	$27,000	$24,860	$35,880	8
40.0	Director, Admissions	$30,000	$26,000	$35,418	46
41.0	Director, Foreign Students	$20,304	$18,000	$24,813	16
43.0	Director, Student Financial Aid	$26,208	$21,852	$30,300	55
44.0	Director, Student Placement	$23,509	$20,250	$28,130	40
45.0	Director, Student Counseling	$27,000	$22,000	$31,202	41
46.0	Director, Student Union	$20,000	$17,000	$28,922	16
47.0	Director, Student Health Services (Physician Administrator)	$46,970	$23,330	$48,972	5
48.0	Director, Student Health Services (Nurse Administrator)	$19,200	$16,350	$24,253	31
49.0	Director, Student Housing	$21,000	$17,800	$25,890	34
50.0	Director, Athletics	$32,136	$26,400	$39,786	44
52.0	Director, Athletics/Women	$29,535	$26,750	$34,000	8
53.0	Director, Campus Recreation/Intramurals	$20,055	$18,000	$23,683	18
54.0	Director, Alumni Affairs	$27,500	$20,196	$30,500	47
55.0	Director, Information Office	$28,560	$21,056	$33,100	17
58.0	Director, Publications	$22,500	$20,125	$27,550	17
61.0	Chief Development and Public Relations Officer	$48,483	$43,000	$59,000	14
62.0	Director, Personnel and Affirmative Action	$28,050	$27,000	$33,000	6
63.0	Director, Admissions and Financial Aid	$35,900	$32,956	$47,333	8
66.0	Director, Admissions and Registrar	$29,700	$27,000	$39,200	7
70.0	Dean, Arts and Sciences	$42,000	$37,763	$46,000	37
71.0	Dean, Business	$45,000	$38,000	$51,000	38
73.0	Dean, Continuing Education	$35,000	$27,907	$41,281	21
75.0	Dean, Education	$38,505	$34,700	$43,000	21
76.0	Dean, Engineering	$50,500	$48,000	$59,000	10
79.0	Dean, Fine Arts	$36,464	$35,521	$47,000	7
80.0	Dean, Graduate Programs	$40,000	$30,600	$47,500	20
83.0	Dean, Humanities	$27,041	$26,100	$36,200	6
85.0	Dean, Law	$69,000	$60,400	$68,000	12
89.0	Dean, Music	$44,237	$30,472	$53,400	7
90.0	Dean, Nursing	$40,000	$35,200	$45,000	17
94.0	Dean, Sciences	$36,304	$32,025	$47,148	7
95.0	Dean, Social Sciences	$31,636	$28,970	$37,604	5
97.0	Dean, Special Programs	$22,000	$21,840	$31,950	5
98.0	Dean, Undergraduate Programs	$42,000	$40,500	$42,625	5

Table 32

PRIVATE UNIVERSITIES WITH BUDGETS $25-49.9-MILLION (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Private Religious, Private Independent. **FTE-ENROLLMENT RANGE:** Not specified. **1984/85 BUDGET RANGE:** $25,000,000 thru $49,999,999. **CASES SELECTED:** 31.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$90,000	$80,000	$100,000	23
3.0	Executive Vice President	$69,207	$65,000	$72,850	7
4.0	Chief Academic Officer	$65,000	$58,000	$70,000	26
5.0	Chief Business Officer	$61,720	$56,761	$68,670	26
6.0	Chief Student Affairs Officer	$47,000	$40,710	$55,105	28
7.0	Chief Development Officer	$55,000	$50,000	$65,455	23
8.0	Chief Public Relations Officer	$40,000	$34,563	$46,512	21
10.0	Chief Personnel/Human Resources Officer	$38,500	$32,760	$48,300	20
12.0	Chief Budgeting Officer	$38,000	$33,000	$56,000	14
13.0	General Counsel	$45,000	$40,000	$55,000	6
14.0	Registrar	$34,364	$30,500	$37,590	28
16.0	Director, Learning Resources Center	$27,540	$24,000	$34,800	12
17.0	Director, Library Services	$37,504	$34,000	$43,431	30
18.0	Director, Computer Center	$40,000	$32,000	$47,550	21
19.0	Director, Computer Center Operations/Academic	$32,700	$29,886	$44,000	11
20.0	Director, Computer Center Operations/Administrative	$38,200	$33,200	$46,812	10
21.0	Director, Educational Media Services	$26,300	$23,500	$31,700	13
22.0	Director, Institutional Research	$33,600	$27,000	$40,000	16
23.0	Director, Special and Deferred Gifts	$37,000	$31,650	$42,000	14
24.0	Administrator, Grants and Contracts	$31,213	$25,000	$34,909	17
26.0	Chaplain	$26,649	$23,554	$36,850	13
27.0	Comptroller	$41,500	$37,000	$50,000	27
28.0	Director, Accounting	$32,556	$24,400	$38,000	13
29.0	Director, Internal Audit	$25,043	$22,000	$31,150	14
30.0	Bursar	$27,300	$21,300	$36,250	12
31.0	Director, Food Services	$29,160	$26,925	$34,048	8
32.0	Chief Physical Plant/Facilities Management Officer	$40,000	$36,000	$43,700	29
33.0	Director, Student Activities	$26,000	$18,250	$30,070	20
34.0	Director, Purchasing	$30,150	$26,250	$33,000	23
35.0	Director, Bookstore	$25,617	$23,250	$30,600	18
36.0	Director, Campus Security	$26,600	$25,000	$31,225	27
37.0	Director, Information Systems	$43,250	$22,112	$48,000	7
38.0	Director, News Bureau	$22,630	$21,200	$30,500	14
39.0	Director, Auxiliary Services	$31,646	$25,987	$43,615	9
40.0	Director, Admissions	$37,493	$32,307	$41,850	24
41.0	Director, Foreign Students	$24,000	$19,751	$30,324	11
43.0	Director, Student Financial Aid	$31,000	$28,080	$36,500	27
44.0	Director, Student Placement	$29,000	$23,000	$32,200	26
45.0	Director, Student Counseling	$32,760	$29,400	$36,100	20
46.0	Director, Student Union	$28,100	$22,115	$30,700	11
47.0	Director, Student Health Services (Physician Administrator)	$23,300	$20,250	$45,360	5
48.0	Director, Student Health Services (Nurse Administrator)	$20,794	$19,050	$24,200	16
49.0	Director, Student Housing	$25,725	$18,000	$30,245	23
50.0	Director, Athletics	$44,120	$35,870	$46,600	24
52.0	Director, Athletics/Women	$27,650	$23,533	$29,600	7
53.0	Director, Campus Recreation/Intramurals	$25,390	$18,605	$26,976	11
54.0	Director, Alumni Affairs	$28,500	$25,000	$33,100	25
55.0	Director, Information Office	$26,000	$22,112	$30,375	12
58.0	Director, Publications	$26,309	$20,592	$29,300	15
61.0	Chief Development and Public Relations Officer	$59,090	$55,620	$65,625	8
62.0	Director, Personnel and Affirmative Action	$34,500	$32,740	$38,100	12
63.0	Director, Admissions and Financial Aid	$44,000	$37,590	$47,500	7
69.0	Dean, Arts and Letters	$48,000	$47,250	$53,256	5
70.0	Dean, Arts and Sciences	$55,752	$52,889	$59,000	15
71.0	Dean, Business	$58,000	$53,172	$65,000	24
73.0	Dean, Continuing Education	$42,300	$32,000	$54,408	12
75.0	Dean, Education	$44,098	$42,705	$48,554	13
76.0	Dean, Engineering	$61,998	$58,584	$76,032	11
79.0	Dean, Fine Arts	$51,876	$48,800	$52,000	5
80.0	Dean, Graduate Programs	$51,730	$40,336	$61,264	12
85.0	Dean, Law	$77,500	$74,214	$85,452	17
89.0	Dean, Music	$45,174	$35,490	$55,500	7
90.0	Dean, Nursing	$51,000	$45,741	$57,818	7
94.0	Dean, Sciences	$47,161	$44,500	$56,500	6
95.0	Dean, Social Sciences	$43,865	$38,900	$52,785	5

Table 33

PRIVATE UNIVERSITIES WITH BUDGETS $50-99.9-MILLION (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Private Independent, Private Religious. **FTE-ENROLLMENT RANGE:** Not specified. **1984/85 BUDGET RANGE:** $50,000,000 thru $99,999,999. **CASES SELECTED:** 19.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$100,000	$90,000	$122,000	15
3.0	Executive Vice President	$95,000	$86,049	$105,000	7
4.0	Chief Academic Officer	$82,000	$67,000	$89,000	18
5.0	Chief Business Officer	$78,000	$68,500	$86,000	17
6.0	Chief Student Affairs Officer	$57,000	$52,000	$67,000	18
7.0	Chief Development Officer	$63,600	$55,000	$84,800	14
8.0	Chief Public Relations Officer	$50,400	$44,500	$53,150	9
10.0	Chief Personnel/Human Resources Officer	$45,000	$38,000	$49,300	15
12.0	Chief Budgeting Officer	$48,000	$38,150	$60,000	11
13.0	General Counsel	$61,800	$52,000	$74,900	7
14.0	Registrar	$38,800	$36,217	$44,100	18
17.0	Director, Library Services	$52,000	$47,250	$56,740	19
18.0	Director, Computer Center	$55,000	$49,550	$61,000	15
19.0	Director, Computer Center Operations/Academic	$40,000	$36,100	$45,000	10
20.0	Director, Computer Center Operations/Administrative	$41,900	$38,500	$45,900	9
21.0	Director, Educational Media Services	$28,000	$21,940	$31,050	12
22.0	Director, Institutional Research	$38,500	$26,500	$47,000	10
23.0	Director, Special and Deferred Gifts	$37,100	$35,000	$42,000	11
24.0	Administrator, Grants and Contracts	$41,120	$36,000	$45,500	16
25.0	Director, Affirmative Action/Equal Employment	$35,000	$32,750	$43,000	10
26.0	Chaplain	$31,000	$27,000	$38,770	9
27.0	Comptroller	$46,000	$44,500	$54,900	18
28.0	Director, Accounting	$36,000	$32,650	$42,800	15
29.0	Director, Internal Audit	$36,230	$30,000	$42,000	14
30.0	Bursar	$35,000	$31,900	$41,100	14
31.0	Director, Food Services	$36,852	$31,750	$46,600	6
32.0	Chief Physical Plant/Facilities Management Officer	$50,000	$44,745	$53,500	18
33.0	Director, Student Activities	$28,000	$24,727	$31,795	14
34.0	Director, Purchasing	$35,400	$31,500	$39,500	15
35.0	Director, Bookstore	$33,406	$30,000	$42,313	15
36.0	Director, Campus Security	$32,040	$29,000	$33,850	17
37.0	Director, Information Systems	$46,900	$41,790	$50,200	8
38.0	Director, News Bureau	$24,170	$17,050	$30,500	8
39.0	Director, Auxiliary Services	$45,300	$38,150	$51,300	9
40.0	Director, Admissions	$42,009	$37,428	$48,500	18
41.0	Director, Foreign Students	$28,300	$21,008	$33,850	9
42.0	Director, International Studies Education	$46,700	$31,879	$55,000	7
43.0	Director, Student Financial Aid	$38,880	$37,000	$44,426	17
44.0	Director, Student Placement	$31,458	$29,000	$33,000	18
45.0	Director, Student Counseling	$35,115	$33,000	$37,300	12
46.0	Director, Student Union	$24,500	$23,100	$38,000	10
47.0	Director, Student Health Services (Physician Administrator)	$61,450	$53,000	$66,000	9
48.0	Director, Student Health Services (Nurse Administrator)	$24,000	$22,116	$26,000	9
49.0	Director, Student Housing	$31,500	$29,200	$35,000	15
50.0	Director, Athletics	$46,800	$41,100	$55,000	18
52.0	Director, Athletics/Women	$29,626	$27,550	$35,631	6
53.0	Director, Campus Recreation/Intramurals	$27,000	$21,800	$33,200	14
54.0	Director, Alumni Affairs	$38,500	$30,000	$45,000	17
55.0	Director, Information Office	$35,100	$34,326	$43,500	10
58.0	Director, Publications	$33,390	$30,064	$37,100	11
61.0	Chief Development and Public Relations Officer	$66,500	$61,000	$77,500	7
63.0	Director, Admissions and Financial Aid	$50,500	$49,000	$53,500	5
70.0	Dean, Arts and Sciences	$60,000	$53,000	$76,000	15
71.0	Dean, Business	$66,600	$64,000	$79,000	18
73.0	Dean, Continuing Education	$48,000	$44,100	$50,400	7
75.0	Dean, Education	$54,510	$53,000	$58,000	9
76.0	Dean, Engineering	$77,500	$58,000	$80,700	8
80.0	Dean, Graduate Programs	$62,400	$55,500	$67,000	12
85.0	Dean, Law	$80,000	$77,168	$83,575	14
90.0	Dean, Nursing	$56,000	$56,000	$57,750	6

Table 34
PRIVATE UNIVERSITIES WITH BUDGETS $100-149.9-MILLION (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Private Religious, Private Independent. **FTE-ENROLLMENT RANGE:** Not specified. **1984/85 BUDGET RANGE:** $100,000,000 thru $149,999,999. **CASES SELECTED:** 7.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$123,500	$107,500	$141,000	5
4.0	Chief Academic Officer	$91,915	$82,000	$106,000	6
5.0	Chief Business Officer	$72,000	$71,500	$100,000	5
6.0	Chief Student Affairs Officer	$52,976	$43,000	$70,000	6
7.0	Chief Development Officer	$68,575	$67,500	$75,000	6
8.0	Chief Public Relations Officer	$52,000	$41,000	$56,700	6
12.0	Chief Budgeting Officer	$49,000	$45,300	$53,300	5
14.0	Registrar	$41,000	$39,000	$41,465	7
17.0	Director, Library Services	$59,000	$58,300	$65,950	6
18.0	Director, Computer Center	$53,500	$47,500	$65,000	5
27.0	Comptroller	$49,900	$48,500	$65,000	6
28.0	Director, Accounting	$41,000	$36,000	$44,000	5
29.0	Director, Internal Audit	$40,000	$33,156	$43,000	7
30.0	Bursar	$32,750	$32,700	$35,400	6
32.0	Chief Physical Plant/Facilities Management Officer	$53,750	$50,000	$59,711	6
33.0	Director, Student Activities	$25,600	$25,100	$31,000	5
34.0	Director, Purchasing	$35,000	$33,760	$45,900	6
35.0	Director, Bookstore	$39,750	$34,000	$46,500	7
36.0	Director, Campus Security	$37,100	$32,500	$43,225	7
37.0	Director, Information Systems	$45,680	$40,030	$53,000	5
40.0	Director, Admissions	$40,950	$31,060	$46,598	6
43.0	Director, Student Financial Aid	$38,052	$35,300	$39,000	6
44.0	Director, Student Placement	$36,250	$33,889	$37,500	6
47.0	Director, Student Health Services (Physician Administrator)	$64,000	$58,416	$77,500	6
49.0	Director, Student Housing	$38,035	$36,500	$43,700	6
50.0	Director, Athletics	$55,858	$53,000	$80,000	6
54.0	Director, Alumni Affairs	$47,031	$39,000	$50,000	6
71.0	Dean, Business	$84,000	$78,000	$95,400	5
73.0	Dean, Continuing Education	$55,000	$52,500	$65,000	6

Table 35

PRIVATE UNIVERSITIES WITH BUDGETS $150-MILLION OR MORE (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Private Religious, Private Independent. **FTE-ENROLLMENT RANGE:** Not specified. **1984/85 BUDGET RANGE:** $150,000,000 or more. **CASES SELECTED:** 22.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$141,000	$115,000	$162,500	14
3.0	Executive Vice President	$110,000	$100,000	$115,000	8
4.0	Chief Academic Officer	$92,500	$86,000	$120,000	12
5.0	Chief Business Officer	$92,000	$90,000	$102,000	9
6.0	Chief Student Affairs Officer	$64,000	$51,500	$79,000	14
7.0	Chief Development Officer	$76,400	$64,000	$93,015	14
8.0	Chief Public Relations Officer	$58,000	$47,700	$80,000	16
9.0	Chief Planning Officer	$63,000	$53,000	$77,200	8
10.0	Chief Personnel/Human Resources Officer	$60,000	$53,000	$68,000	17
11.0	Chief Health Professions Officer	$133,000	$90,500	$142,960	8
12.0	Chief Budgeting Officer	$47,080	$45,750	$67,250	15
13.0	General Counsel	$71,000	$53,813	$87,000	13
14.0	Registrar	$43,100	$37,000	$47,500	20
16.0	Director, Learning Resources Center	$34,937	$25,488	$46,000	6
17.0	Director, Library Services	$69,650	$60,000	$81,000	17
18.0	Director, Computer Center	$59,500	$54,900	$70,000	14
19.0	Director, Computer Center Operations/Academic	$48,500	$45,000	$52,500	17
20.0	Director, Computer Center Operations/Administrative	$53,000	$49,085	$56,641	16
21.0	Director, Educational Media Services	$39,000	$38,163	$57,829	6
22.0	Director, Institutional Research	$50,300	$47,000	$61,000	9
23.0	Director, Special and Deferred Gifts	$39,285	$36,118	$50,495	10
24.0	Administrator, Grants and Contracts	$50,000	$43,484	$60,000	18
25.0	Director, Affirmative Action/Equal Employment	$45,150	$37,125	$54,000	14
26.0	Chaplain	$40,300	$37,000	$47,500	11
27.0	Comptroller	$65,500	$59,000	$77,000	18
28.0	Director, Accounting	$44,000	$41,275	$58,500	18
29.0	Director, Internal Audit	$46,200	$41,371	$51,979	17
30.0	Bursar	$37,550	$29,000	$47,700	14
31.0	Director, Food Services	$45,500	$42,800	$53,250	11
32.0	Chief Physical Plant/Facilities Management Officer	$61,000	$54,000	$76,000	17
33.0	Director, Student Activities	$26,520	$24,921	$38,200	14
34.0	Director, Purchasing	$42,000	$37,091	$45,688	18
35.0	Director, Bookstore	$37,668	$31,201	$42,600	11
36.0	Director, Campus Security	$42,000	$36,000	$53,500	21
37.0	Director, Information Systems	$63,000	$54,000	$71,000	8
38.0	Director, News Bureau	$32,000	$29,900	$54,000	13
39.0	Director, Auxiliary Services	$55,000	$42,500	$58,000	11
40.0	Director, Admissions	$47,250	$40,735	$54,500	16
41.0	Director, Foreign Students	$31,942	$31,325	$36,500	9
42.0	Director, International Studies Education	$48,000	$44,008	$55,930	6
43.0	Director, Student Financial Aid	$39,156	$35,500	$50,000	18
44.0	Director, Student Placement	$34,780	$31,600	$40,306	20
45.0	Director, Student Counseling	$40,000	$38,659	$40,650	12
46.0	Director, Student Union	$33,679	$30,360	$43,776	10
47.0	Director, Student Health Services (Physician Administrator)	$68,300	$62,500	$78,440	13
48.0	Director, Student Health Services (Nurse Administrator)	$27,500	$27,000	$27,750	9
49.0	Director, Student Housing	$37,000	$30,900	$45,000	18
50.0	Director, Athletics	$61,750	$47,541	$70,000	15
52.0	Director, Athletics/Women	$33,000	$31,000	$47,023	8
53.0	Director, Campus Recreation/Intramurals	$30,750	$22,400	$33,339	11
54.0	Director, Alumni Affairs	$43,100	$36,113	$50,350	17
55.0	Director, Information Office	$48,000	$35,000	$54,600	11
56.0	Director, Community Services	$59,000	$56,339	$61,000	5
58.0	Director, Publications	$44,100	$34,700	$48,000	13
59.0	Director, Risk Management and Insurance	$42,000	$33,000	$45,000	13
60.0	Chief Planning and Budget Officer	$76,500	$46,600	$83,000	5
63.0	Director, Admissions and Financial Aid	$61,000	$60,150	$65,000	6
64.0	Director, Housing and Food Services	$45,150	$44,772	$57,940	5
67.0	Dean, Architecture	$76,000	$65,000	$80,000	5
70.0	Dean, Arts and Sciences	$76,000	$74,000	$84,000	14
71.0	Dean, Business	$83,200	$77,000	$105,000	13
73.0	Dean, Continuing Education	$61,042	$59,700	$65,000	9
74.0	Dean, Dentistry	$84,780	$82,000	$101,500	7
75.0	Dean, Education	$75,000	$68,600	$79,200	9
76.0	Dean, Engineering	$81,600	$70,000	$88,400	12
80.0	Dean, Graduate Programs	$75,000	$67,930	$92,000	11
85.0	Dean, Law	$96,600	$84,426	$114,500	13
88.0	Dean, Medicine	$132,000	$117,000	$147,000	11
90.0	Dean, Nursing	$62,300	$55,300	$66,000	8
96.0	Dean, Social Work	$66,000	$62,900	$67,000	5

Table 36

PUBLIC 4-YEAR COLLEGES WITH BUDGETS $9.9-MILLION OR LESS (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** Not specified. **1984/85 BUDGET RANGE:** $1 thru $9,999,999. **CASES SELECTED:** 36.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$55,624	$52,104	$61,008	35
3.0	Executive Vice President	$38,520	$38,164	$43,316	6
4.0	Chief Academic Officer	$45,924	$40,250	$49,250	34
5.0	Chief Business Officer	$40,503	$37,320	$45,720	36
6.0	Chief Student Affairs Officer	$33,638	$32,000	$41,143	34
7.0	Chief Development Officer	$36,225	$32,280	$40,135	10
8.0	Chief Public Relations Officer	$25,551	$23,333	$28,890	18
10.0	Chief Personnel/Human Resources Officer	$22,800	$14,160	$37,608	8
12.0	Chief Budgeting Officer	$32,240	$31,860	$34,656	5
14.0	Registrar	$27,000	$21,780	$31,032	28
16.0	Director, Learning Resources Center	$28,128	$27,144	$30,000	13
17.0	Director, Library Services	$30,072	$26,188	$32,362	31
18.0	Director, Computer Center	$31,860	$27,319	$34,800	27
21.0	Director, Educational Media Services	$23,844	$18,144	$26,940	16
22.0	Director, Institutional Research	$20,124	$16,776	$27,192	9
27.0	Comptroller	$30,700	$26,426	$33,000	13
28.0	Director, Accounting	$23,144	$22,100	$25,008	9
29.0	Director, Internal Audit	$21,594	$11,220	$21,612	5
30.0	Bursar	$18,192	$10,872	$23,508	10
31.0	Director, Food Services	$23,306	$18,061	$28,860	9
32.0	Chief Physical Plant/Facilities Management Officer	$28,560	$24,369	$31,000	32
33.0	Director, Student Activities	$19,532	$17,160	$24,000	19
34.0	Director, Purchasing	$20,594	$18,944	$24,192	19
35.0	Director, Bookstore	$19,404	$16,069	$22,548	24
36.0	Director, Campus Security	$20,100	$15,678	$24,039	16
39.0	Director, Auxiliary Services	$29,064	$24,378	$33,636	5
40.0	Director, Admissions	$27,678	$22,547	$30,903	22
43.0	Director, Student Financial Aid	$24,972	$21,000	$27,347	30
44.0	Director, Student Placement	$25,596	$20,786	$28,390	21
45.0	Director, Student Counseling	$22,884	$18,072	$28,500	19
46.0	Director, Student Union	$27,276	$23,815	$30,875	13
47.0	Director, Student Health Services (Physician Administrator)	$24,000	$19,953	$56,000	6
48.0	Director, Student Health Services (Nurse Administrator)	$18,532	$14,880	$21,200	14
49.0	Director, Student Housing	$23,000	$18,171	$26,328	13
50.0	Director, Athletics	$31,796	$26,805	$35,340	32
53.0	Director, Campus Recreation/Intramurals	$29,936	$18,000	$35,040	5
54.0	Director, Alumni Affairs	$21,934	$20,832	$26,064	6
56.0	Director, Community Services	$29,028	$24,216	$30,888	5
62.0	Director, Personnel and Affirmative Action	$27,500	$25,948	$32,088	10
5.0	Director, Development and Alumni Affairs	$26,598	$25,000	$31,578	5
0	Director, Admissions and Registrar	$31,664	$30,480	$33,000	7
69.0	Dean, Arts and Letters	$39,876	$39,500	$41,577	5
70.0	Dean, Arts and Sciences	$40,850	$39,500	$41,933	5
71.0	Dean, Business	$42,000	$34,728	$44,752	15
73.0	Dean, Continuing Education	$31,860	$30,636	$42,600	14
75.0	Dean, Education	$40,850	$36,500	$43,462	20
76.0	Dean, Engineering	$40,572	$35,359	$44,580	5
79.0	Dean, Fine Arts	$41,792	$36,452	$42,600	8
83.0	Dean, Humanities	$37,632	$31,608	$45,000	7
87.0	Dean, Mathematics	$40,016	$23,844	$40,763	5
90.0	Dean, Nursing	$38,240	$36,256	$41,419	7
91.0	Dean, Occupation Studies/Vocational Education/Technology	$40,850	$29,028	$41,976	8
94.0	Dean, Sciences	$42,988	$31,644	$45,576	12
95.0	Dean, Social Sciences	$42,364	$36,392	$45,576	13

Table 37
PUBLIC 4-YEAR COLLEGES WITH BUDGETS $10-MILLION OR MORE (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** Not specified. **1984/85 BUDGET RANGE:** $10,000,000 or more. **CASES SELECTED:** 67.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$67,500	$59,636	$70,137	64
3.0	Executive Vice President	$50,184	$45,904	$52,861	8
4.0	Chief Academic Officer	$55,000	$51,460	$61,500	64
5.0	Chief Business Officer	$54,138	$46,640	$59,950	65
6.0	Chief Student Affairs Officer	$46,988	$41,000	$50,935	63
7.0	Chief Development Officer	$44,520	$38,100	$50,220	27
8.0	Chief Public Relations Officer	$32,115	$27,951	$37,848	32
9.0	Chief Planning Officer	$38,740	$31,342	$51,252	14
10.0	Chief Personnel/Human Resources Officer	$35,238	$29,270	$41,202	48
11.0	Chief Health Professions Officer	$48,216	$43,989	$54,238	5
12.0	Chief Budgeting Officer	$37,170	$31,529	$43,000	38
13.0	General Counsel	$37,023	$21,600	$50,144	6
14.0	Registrar	$33,324	$29,100	$37,873	57
16.0	Director, Learning Resources Center	$33,657	$28,996	$38,715	25
17.0	Director, Library Services	$40,950	$34,415	$47,000	57
18.0	Director, Computer Center	$39,399	$33,500	$43,195	52
19.0	Director, Computer Center Operations/Academic	$28,362	$26,930	$35,569	18
20.0	Director, Computer Center Operations/Administrative	$29,485	$26,956	$36,561	15
21.0	Director, Educational Media Services	$29,117	$24,671	$35,020	33
22.0	Director, Institutional Research	$33,360	$28,844	$40,267	38
23.0	Director, Special and Deferred Gifts	$30,000	$30,000	$35,000	5
24.0	Administrator, Grants and Contracts	$38,200	$26,809	$43,000	27
25.0	Director, Affirmative Action/Equal Employment	$34,000	$28,678	$36,395	23
27.0	Comptroller	$40,260	$30,749	$45,000	33
28.0	Director, Accounting	$29,100	$25,472	$35,070	31
29.0	Director, Internal Audit	$29,850	$27,972	$32,753	8
30.0	Bursar	$25,618	$21,622	$34,776	20
31.0	Director, Food Services	$29,680	$25,000	$31,657	13
32.0	Chief Physical Plant/Facilities Management Officer	$35,332	$31,348	$41,366	58
33.0	Director, Student Activities	$25,686	$23,076	$32,250	43
34.0	Director, Purchasing	$26,990	$21,963	$30,535	55
35.0	Director, Bookstore	$22,093	$20,126	$25,918	38
36.0	Director, Campus Security	$25,804	$23,100	$34,452	57
37.0	Director, Information Systems	$41,366	$36,797	$45,700	9
38.0	Director, News Bureau	$24,403	$23,503	$26,973	9
39.0	Director, Auxiliary Services	$33,500	$28,350	$37,500	28
40.0	Director, Admissions	$33,870	$30,000	$38,282	49
41.0	Director, Foreign Students	$30,791	$28,577	$36,405	9
42.0	Director, International Studies Education	$36,558	$33,132	$40,695	5
43.0	Director, Student Financial Aid	$29,062	$25,760	$34,128	66
44.0	Director, Student Placement	$29,450	$24,550	$34,350	55
45.0	Director, Student Counseling	$32,338	$27,918	$38,724	55
46.0	Director, Student Union	$29,061	$24,672	$34,114	33
47.0	Director, Student Health Services (Physician Administrator)	$54,396	$44,037	$59,587	20
48.0	Director, Student Health Services (Nurse Administrator)	$23,601	$18,550	$25,887	25
49.0	Director, Student Housing	$26,719	$22,200	$33,180	43
50.0	Director, Athletics	$38,800	$32,700	$43,982	52
51.0	Director, Athletics/Men	$32,436	$31,118	$41,000	5
52.0	Director, Athletics/Women	$28,236	$22,863	$32,921	8
53.0	Director, Campus Recreation/Intramurals	$23,953	$16,990	$27,696	27
54.0	Director, Alumni Affairs	$25,090	$20,004	$28,644	39
55.0	Director, Information Office	$27,300	$23,079	$31,079	19
56.0	Director, Community Services	$31,065	$24,859	$33,720	5
58.0	Director, Publications	$28,856	$22,896	$32,773	26
61.0	Chief Development and Public Relations Officer	$44,288	$38,000	$56,232	15
62.0	Director, Personnel and Affirmative Action	$26,793	$24,500	$38,001	16
65.0	Director, Development and Alumni Affairs	$36,260	$31,552	$39,500	12
66.0	Director, Admissions and Registrar	$40,820	$33,000	$43,500	12
69.0	Dean, Arts and Letters	$46,067	$42,950	$52,987	9
70.0	Dean, Arts and Sciences	$50,835	$44,800	$54,700	30
71.0	Dean, Business	$52,743	$45,400	$55,400	34
73.0	Dean, Continuing Education	$43,590	$37,150	$47,164	36
75.0	Dean, Education	$48,000	$44,205	$54,350	38
76.0	Dean, Engineering	$49,561	$49,000	$56,000	10
79.0	Dean, Fine Arts	$47,000	$36,664	$52,790	7
80.0	Dean, Graduate Programs	$44,625	$39,000	$50,952	21
81.0	Dean, Health Related Professions	$51,725	$41,800	$52,790	8
83.0	Dean, Humanities	$52,790	$36,324	$54,113	12
87.0	Dean, Mathematics	$38,945	$33,652	$48,624	6
90.0	Dean, Nursing	$45,762	$37,752	$50,835	13
91.0	Dean, Occupation Studies/Vocational Education/Technology	$51,252	$42,244	$54,350	8
94.0	Dean, Sciences	$51,205	$42,700	$53,604	18
95.0	Dean, Social Sciences	$42,800	$33,000	$52,790	14
96.0	Dean, Social Work	$55,143	$46,494	$57,624	5
97.0	Dean, Special Programs	$43,705	$30,600	$49,140	9
98.0	Dean, Undergraduate Programs	$43,098	$40,621	$45,936	6

Table 38

PRIVATE 4-YEAR COLLEGES WITH BUDGETS $4.9-MILLION OR LESS (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Private Religious, Private Independent. **FTE-ENROLLMENT RANGE:** Not specified. **1984/85 BUDGET RANGE:** $1 thru $4,999,999. **CASES SELECTED:** 119.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$45,000	$38,576	$52,000	113
3.0	Executive Vice President	$36,000	$29,040	$39,611	24
4.0	Chief Academic Officer	$32,000	$27,744	$36,612	109
5.0	Chief Business Officer	$30,000	$25,450	$34,760	107
6.0	Chief Student Affairs Officer	$26,640	$23,460	$30,000	98
7.0	Chief Development Officer	$29,914	$24,000	$33,000	80
8.0	Chief Public Relations Officer	$20,595	$16,969	$25,000	55
9.0	Chief Planning Officer	$30,078	$28,050	$30,480	5
10.0	Chief Personnel/Human Resources Officer	$19,000	$13,536	$24,000	12
12.0	Chief Budgeting Officer	$26,700	$25,000	$28,642	5
14.0	Registrar	$18,900	$16,000	$22,700	96
15.0	Director, Church Relations	$23,000	$17,400	$26,372	15
16.0	Director, Learning Resources Center	$20,124	$18,000	$23,771	29
17.0	Director, Library Services	$20,192	$18,316	$24,000	107
18.0	Director, Computer Center	$23,000	$18,900	$26,500	41
19.0	Director, Computer Center Operations/Academic	$22,359	$22,285	$26,832	10
20.0	Director, Computer Center Operations/Administrative	$19,117	$13,600	$22,825	9
21.0	Director, Educational Media Services	$19,930	$14,868	$24,720	18
22.0	Director, Institutional Research	$24,000	$18,000	$28,120	15
23.0	Director, Special and Deferred Gifts	$20,377	$18,743	$24,100	13
24.0	Administrator, Grants and Contracts	$24,000	$21,283	$25,500	10
26.0	Chaplain	$18,000	$15,750	$24,485	41
27.0	Comptroller	$21,200	$16,000	$25,000	40
28.0	Director, Accounting	$16,000	$14,000	$18,699	23
30.0	Bursar	$16,000	$15,000	$24,500	15
31.0	Director, Food Services	$18,670	$15,500	$21,632	29
32.0	Chief Physical Plant/Facilities Management Officer	$20,730	$17,800	$23,450	79
33.0	Director, Student Activities	$17,000	$14,000	$19,000	29
34.0	Director, Purchasing	$15,000	$12,133	$18,000	15
35.0	Director, Bookstore	$12,500	$10,716	$14,542	77
36.0	Director, Campus Security	$13,000	$12,000	$14,000	20
38.0	Director, News Bureau	$17,087	$12,600	$19,000	16
40.0	Director, Admissions	$22,580	$18,500	$26,520	87
43.0	Director, Student Financial Aid	$17,596	$15,000	$20,000	96
44.0	Director, Student Placement	$17,959	$15,600	$21,000	43
45.0	Director, Student Counseling	$20,040	$17,183	$23,500	31
46.0	Director, Student Union	$16,400	$12,000	$23,054	8
48.0	Director, Student Health Services (Nurse Administrator)	$14,800	$11,816	$18,667	37
49.0	Director, Student Housing	$16,000	$14,040	$18,202	26
50.0	Director, Athletics	$24,000	$20,000	$26,967	53
51.0	Director, Athletics/Men	$28,139	$27,336	$28,600	5
52.0	Director, Athletics/Women	$19,333	$15,664	$24,571	9
53.0	Director, Campus Recreation/Intramurals	$15,700	$14,124	$17,520	11
54.0	Director, Alumni Affairs	$17,420	$14,600	$21,840	53
55.0	Director, Information Office	$16,000	$15,000	$19,094	17
56.0	Director, Community Services	$20,240	$17,130	$22,100	5
58.0	Director, Publications	$20,000	$16,700	$23,000	9
61.0	Chief Development and Public Relations Officer	$29,000	$28,000	$36,000	10
63.0	Director, Admissions and Financial Aid	$21,550	$15,798	$28,500	15
65.0	Director, Development and Alumni Affairs	$22,500	$20,835	$25,000	6
66.0	Director, Admissions and Registrar	$20,000	$16,400	$23,595	8
71.0	Dean, Business	$25,363	$23,000	$32,000	14
73.0	Dean, Continuing Education	$24,000	$21,186	$26,256	19
75.0	Dean, Education	$24,643	$23,310	$30,507	16
79.0	Dean, Fine Arts	$29,200	$28,013	$30,000	9
80.0	Dean, Graduate Programs	$29,148	$28,500	$35,660	9
83.0	Dean, Humanities	$25,363	$22,000	$32,187	13
90.0	Dean, Nursing	$34,090	$30,000	$37,412	11
94.0	Dean, Sciences	$30,077	$25,000	$30,667	13
95.0	Dean, Social Sciences	$24,643	$22,867	$31,236	12

Table 39

PRIVATE 4-YEAR COLLEGES WITH BUDGETS $5-14.9-MILLION (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Private Religious, Private Independent. **FTE-ENROLLMENT RANGE:** Not specified. **1984/85 BUDGET RANGE:** $5,000,000 thru $14,999,999. **CASES SELECTED:** 216.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$61,000	$52,500	$70,840	210
3.0	Executive Vice President	$45,144	$40,393	$54,500	29
4.0	Chief Academic Officer	$43,852	$37,500	$48,410	205
5.0	Chief Business Officer	$41,500	$35,020	$47,712	208
6.0	Chief Student Affairs Officer	$33,495	$28,350	$38,500	208
7.0	Chief Development Officer	$40,000	$34,000	$46,188	171
8.0	Chief Public Relations Officer	$25,280	$21,100	$30,700	107
9.0	Chief Planning Officer	$37,000	$30,540	$40,280	26
10.0	Chief Personnel/Human Resources Officer	$24,000	$19,000	$28,000	51
12.0	Chief Budgeting Officer	$32,200	$30,000	$36,000	18
13.0	General Counsel	$23,338	$23,320	$42,773	6
14.0	Registrar	$24,360	$20,700	$28,600	208
15.0	Director, Church Relations	$24,200	$20,000	$30,000	32
16.0	Director, Learning Resources Center	$22,254	$19,000	$25,997	63
17.0	Director, Library Services	$27,548	$24,170	$32,550	193
18.0	Director, Computer Center	$28,100	$24,900	$33,508	132
19.0	Director, Computer Center Operations/Academic	$28,120	$22,000	$33,350	38
20.0	Director, Computer Center Operations/Administrative	$22,500	$19,462	$29,000	47
21.0	Director, Educational Media Services	$19,000	$16,015	$23,727	64
22.0	Director, Institutional Research	$24,150	$20,022	$28,221	36
23.0	Director, Special and Deferred Gifts	$26,939	$22,500	$32,000	64
24.0	Administrator, Grants and Contracts	$22,550	$18,900	$30,000	27
25.0	Director, Affirmative Action/Equal Employment	$20,000	$20,000	$25,008	5
26.0	Chaplain	$22,600	$16,800	$28,240	112
27.0	Comptroller	$27,400	$24,405	$32,200	150
28.0	Director, Accounting	$22,064	$17,160	$25,000	59
29.0	Director, Internal Audit	$19,860	$15,000	$27,000	8
30.0	Bursar	$20,000	$17,600	$23,211	29
31.0	Director, Food Services	$25,000	$21,400	$31,000	47
32.0	Chief Physical Plant/Facilities Management Officer	$28,500	$25,000	$33,000	179
33.0	Director, Student Activities	$17,888	$15,048	$20,719	118
34.0	Director, Purchasing	$20,000	$15,142	$24,305	59
35.0	Director, Bookstore	$16,428	$14,000	$19,397	153
36.0	Director, Campus Security	$18,400	$15,525	$22,585	107
37.0	Director, Information Systems	$32,250	$23,500	$37,000	13
38.0	Director, News Bureau	$18,500	$15,750	$21,500	40
39.0	Director, Auxiliary Services	$26,073	$21,668	$32,280	25
40.0	Director, Admissions	$29,500	$24,100	$34,280	183
41.0	Director, Foreign Students	$18,917	$15,000	$25,300	26
42.0	Director, International Studies Education	$25,200	$22,524	$29,020	16
43.0	Director, Student Financial Aid	$22,582	$19,039	$26,542	201
44.0	Director, Student Placement	$21,279	$18,550	$24,650	165
45.0	Director, Student Counseling	$24,160	$19,200	$29,500	115
46.0	Director, Student Union	$21,072	$18,421	$23,644	30
47.0	Director, Student Health Services (Physician Administrator)	$26,250	$20,707	$31,985	21
48.0	Director, Student Health Services (Nurse Administrator)	$18,144	$15,000	$21,250	129
49.0	Director, Student Housing	$17,758	$14,500	$21,435	128
50.0	Director, Athletics	$29,760	$24,000	$34,750	15
51.0	Director, Athletics/Men	$35,450	$26,300	$38,667	8
52.0	Director, Athletics/Women	$22,056	$19,030	$25,632	28
53.0	Director, Campus Recreation/Intramurals	$18,900	$14,500	$23,931	39
54.0	Director, Alumni Affairs	$20,000	$17,500	$24,750	172
55.0	Director, Information Office	$20,000	$18,000	$25,750	66
56.0	Director, Community Services	$18,415	$15,240	$23,000	15
58.0	Director, Publications	$21,000	$16,800	$25,000	47
61.0	Chief Development and Public Relations Officer	$38,595	$34,000	$47,600	31
62.0	Director, Personnel and Affirmative Action	$22,000	$19,500	$25,360	32
63.0	Director, Admissions and Financial Aid	$34,100	$28,000	$38,000	31
65.0	Director, Development and Alumni Affairs	$26,000	$18,776	$37,000	8
66.0	Director, Admissions and Registrar	$25,000	$23,000	$36,000	5
70.0	Dean, Arts and Sciences	$35,500	$28,000	$41,000	18
71.0	Dean, Business	$37,450	$31,255	$46,570	38
72.0	Dean, Communications	$29,733	$22,920	$36,667	6
73.0	Dean, Continuing Education	$30,862	$25,000	$35,000	53
75.0	Dean, Education	$32,584	$26,650	$35,418	24
79.0	Dean, Fine Arts	$34,733	$32,340	$40,100	20
80.0	Dean, Graduate Programs	$36,000	$31,710	$40,683	23
81.0	Dean, Health Related Professions	$31,619	$29,400	$47,000	8
83.0	Dean, Humanities	$30,088	$26,133	$35,957	24
84.0	Dean, Instruction	$30,000	$27,000	$34,392	7
87.0	Dean, Mathematics	$32,800	$28,210	$35,733	13
89.0	Dean, Music	$30,061	$26,208	$36,933	13
90.0	Dean, Nursing	$33,469	$29,700	$39,000	28
94.0	Dean, Sciences	$32,652	$30,000	$36,473	25
95.0	Dean, Social Sciences	$29,612	$26,160	$35,898	24
96.0	Dean, Social Work	$31,493	$24,200	$36,000	7
97.0	Dean, Special Programs	$31,610	$27,400	$38,651	15
98.0	Dean, Undergraduate Programs	$34,840	$28,752	$39,500	7

Table 40

PRIVATE 4-YEAR COLLEGES WITH BUDGETS $15-MILLION OR MORE (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Private Religious, Private Independent.
FTE-ENROLLMENT RANGE: Not specified. **1984/85 BUDGET RANGE:** $15,000,000 or more. **CASES SELECTED:** 71.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$85,000	$72,000	$100,000	61
3.0	Executive Vice President	$64,200	$59,550	$69,000	17
4.0	Chief Academic Officer	$59,000	$50,333	$66,500	64
5.0	Chief Business Officer	$58,522	$51,000	$66,350	64
6.0	Chief Student Affairs Officer	$44,985	$39,135	$52,600	66
7.0	Chief Development Officer	$53,250	$45,792	$62,000	61
8.0	Chief Public Relations Officer	$34,724	$32,000	$40,000	45
9.0	Chief Planning Officer	$43,940	$43,000	$48,300	8
10.0	Chief Personnel/Human Resources Officer	$32,741	$27,500	$38,600	52
12.0	Chief Budgeting Officer	$37,700	$33,480	$43,500	22
13.0	General Counsel	$38,955	$34,800	$46,136	8
14.0	Registrar	$32,020	$29,050	$37,800	68
15.0	Director, Church Relations	$30,056	$25,000	$36,400	7
16.0	Director, Learning Resources Center	$28,270	$22,282	$32,694	17
17.0	Director, Library Services	$38,770	$33,631	$45,300	67
18.0	Director, Computer Center	$39,000	$34,340	$44,458	46
19.0	Director, Computer Center Operations/Academic	$32,640	$27,000	$39,592	35
20.0	Director, Computer Center Operations/Administrative	$34,000	$29,100	$37,000	31
21.0	Director, Educational Media Services	$24,000	$21,400	$26,500	23
22.0	Director, Institutional Research	$27,990	$22,260	$32,700	20
23.0	Director, Special and Deferred Gifts	$35,727	$30,500	$40,995	37
24.0	Administrator, Grants and Contracts	$27,790	$24,690	$38,500	23
25.0	Director, Affirmative Action/Equal Employment	$28,000	$25,300	$32,200	11
26.0	Chaplain	$28,000	$24,000	$31,680	42
27.0	Comptroller	$40,000	$34,200	$44,000	63
28.0	Director, Accounting	$25,700	$24,650	$28,415	29
29.0	Director, Internal Audit	$27,480	$26,400	$31,640	8
30.0	Bursar	$25,358	$21,200	$29,660	23
31.0	Director, Food Services	$38,450	$31,600	$43,400	27
32.0	Chief Physical Plant/Facilities Management Officer	$40,000	$35,129	$45,000	68
33.0	Director, Student Activities	$24,435	$20,995	$29,375	47
34.0	Director, Purchasing	$28,665	$23,820	$33,199	42
35.0	Director, Bookstore	$23,670	$20,000	$28,725	44
36.0	Director, Campus Security	$26,832	$22,684	$28,555	59
37.0	Director, Information Systems	$40,000	$29,044	$46,640	12
38.0	Director, News Bureau	$21,000	$18,300	$24,957	26
39.0	Director, Auxiliary Services	$33,905	$28,300	$41,600	17
40.0	Director, Admissions	$39,500	$35,100	$45,570	66
41.0	Director, Foreign Students	$24,140	$20,000	$27,000	14
42.0	Director, International Studies Education	$28,890	$21,850	$36,000	15
43.0	Director, Student Financial Aid	$31,500	$26,000	$35,250	69
44.0	Director, Student Placement	$27,000	$24,140	$30,750	64
45.0	Director, Student Counseling	$32,800	$28,054	$40,300	52
46.0	Director, Student Union	$26,898	$21,300	$32,856	21
47.0	Director, Student Health Services (Physician Administrator)	$55,350	$40,500	$71,200	26
48.0	Director, Student Health Services (Nurse Administrator)	$22,919	$19,440	$26,361	43
49.0	Director, Student Housing	$23,818	$19,800	$28,890	63
50.0	Director, Athletics	$40,000	$34,000	$46,880	57
52.0	Director, Athletics/Women	$26,000	$24,000	$29,700	13
53.0	Director, Campus Recreation/Intramurals	$24,894	$18,800	$29,500	26
54.0	Director, Alumni Affairs	$29,889	$23,500	$36,292	61
55.0	Director, Information Office	$27,703	$24,000	$35,000	22
58.0	Director, Publications	$24,255	$22,470	$28,000	36
60.0	Chief Planning and Budget Officer	$45,200	$42,810	$49,175	5
61.0	Chief Development and Public Relations Officer	$60,670	$52,000	$68,610	9
62.0	Director, Personnel and Affirmative Action	$34,700	$30,900	$41,500	11
63.0	Director, Admissions and Financial Aid	$52,000	$36,200	$59,500	8
65.0	Director, Development and Alumni Affairs	$43,222	$38,000	$43,485	5
70.0	Dean, Arts and Sciences	$51,800	$47,950	$59,000	17
71.0	Dean, Business	$55,000	$42,500	$60,000	16
73.0	Dean, Continuing Education	$39,895	$33,000	$46,640	24
75.0	Dean, Education	$47,700	$40,660	$51,800	9
76.0	Dean, Engineering	$61,500	$60,750	$67,500	5
80.0	Dean, Graduate Programs	$42,000	$38,989	$47,400	14
83.0	Dean, Humanities	$34,000	$30,958	$41,846	5
85.0	Dean, Law	$41,000	$36,380	$79,750	5
89.0	Dean, Music	$45,000	$35,000	$49,600	6
94.0	Dean, Sciences	$45,067	$36,000	$45,600	5
95.0	Dean, Social Sciences	$40,652	$31,044	$42,000	5
98.0	Dean, Undergraduate Programs	$46,300	$40,300	$57,300	10

Table 41
2-YEAR COLLEGES WITH BUDGETS $4.9-MILLION OR LESS (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1984/85 BUDGET RANGE:** $1 thru $4,999,999. **CASES SELECTED:** 169.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$51,500	$46,037	$56,000	9
2.0	Chief Executive Officer, Single Institution	$49,300	$42,974	$55,285	156
3.0	Executive Vice President	$38,856	$32,182	$45,825	23
4.0	Chief Academic Officer	$38,245	$32,073	$42,500	139
5.0	Chief Business Officer	$33,400	$28,000	$38,803	134
6.0	Chief Student Affairs Officer	$34,000	$28,000	$38,251	135
7.0	Chief Development Officer	$26,872	$22,000	$34,807	38
8.0	Chief Public Relations Officer	$21,402	$18,500	$25,200	52
9.0	Chief Planning Officer	$32,678	$29,484	$34,259	6
10.0	Chief Personnel/Human Resources Officer	$19,517	$15,900	$27,500	13
11.0	Chief Health Professions Officer	$31,000	$26,500	$42,630	6
12.0	Chief Budgeting Officer	$34,525	$22,750	$37,284	11
14.0	Registrar	$21,400	$18,480	$27,823	77
15.0	Director, Church Relations	$17,487	$16,000	$18,000	5
16.0	Director, Learning Resources Center	$25,476	$21,500	$31,408	78
17.0	Director, Library Services	$26,450	$22,128	$32,232	92
18.0	Director, Computer Center	$27,000	$22,515	$32,193	46
19.0	Director, Computer Center Operations/Academic	$25,500	$20,150	$26,800	13
20.0	Director, Computer Center Operations/Administrative	$20,994	$15,500	$26,625	15
21.0	Director, Educational Media Services	$22,692	$18,600	$28,066	26
22.0	Director, Institutional Research	$30,192	$22,183	$34,382	17
24.0	Administrator, Grants and Contracts	$24,168	$18,082	$27,134	8
26.0	Chaplain	$14,267	$6,667	$22,400	8
27.0	Comptroller	$24,000	$20,000	$29,800	37
28.0	Director, Accounting	$19,309	$18,000	$24,000	34
30.0	Bursar	$16,945	$11,500	$24,739	10
31.0	Director, Food Services	$17,658	$16,000	$20,000	20
32.0	Chief Physical Plant/Facilities Management Officer	$22,000	$18,255	$25,591	83
33.0	Director, Student Activities	$21,800	$16,000	$25,633	39
34.0	Director, Purchasing	$17,000	$13,620	$22,173	27
35.0	Director, Bookstore	$15,360	$13,098	$17,600	58
36.0	Director, Campus Security	$16,000	$13,075	$19,336	17
37.0	Director, Information Systems	$31,500	$28,694	$32,936	5
39.0	Director, Auxiliary Services	$21,500	$17,655	$24,654	5
40.0	Director, Admissions	$24,194	$21,571	$30,000	61
43.0	Director, Student Financial Aid	$20,811	$16,975	$27,396	113
44.0	Director, Student Placement	$20,000	$17,308	$23,808	34
45.0	Director, Student Counseling	$24,975	$20,745	$30,434	53
48.0	Director, Student Health Services (Nurse Administrator)	$19,187	$13,748	$23,200	19
49.0	Director, Student Housing	$14,256	$13,500	$18,375	14
50.0	Director, Athletics	$28,970	$22,152	$33,041	41
54.0	Director, Alumni Affairs	$18,000	$14,067	$19,000	11
55.0	Director, Information Office	$20,342	$19,125	$23,652	12
56.0	Director, Community Services	$29,000	$24,556	$33,000	41
60.0	Chief Planning and Budget Officer	$27,000	$23,925	$27,420	5
61.0	Chief Development and Public Relations Officer	$25,679	$23,074	$30,260	16
62.0	Director, Personnel and Affirmative Action	$21,325	$17,308	$24,100	16
63.0	Director, Admissions and Financial Aid	$28,890	$25,024	$31,175	16
66.0	Director, Admissions and Registrar	$25,998	$22,260	$31,781	25
69.0	Dean, Arts and Letters	$34,546	$30,702	$45,835	7
70.0	Dean, Arts and Sciences	$35,698	$33,603	$40,300	9
71.0	Dean, Business	$31,446	$27,581	$37,065	22
73.0	Dean, Continuing Education	$27,975	$26,430	$33,640	41
75.0	Dean, Education	$30,408	$18,924	$31,669	6
78.0	Dean, Extension	$34,199	$31,336	$34,908	5
81.0	Dean, Health Related Professions	$33,540	$28,920	$36,126	9
83.0	Dean, Humanities	$30,000	$22,367	$37,080	12
84.0	Dean, Instruction	$33,600	$30,000	$39,000	9
90.0	Dean, Nursing	$30,100	$27,961	$34,906	23
91.0	Dean, Occupation Studies/Vocational Education/Technology	$34,254	$30,702	$36,900	40
94.0	Dean, Sciences	$34,876	$30,504	$38,000	14
95.0	Dean, Social Sciences	$30,702	$27,084	$34,883	8
97.0	Dean, Special Programs	$30,160	$28,899	$34,775	5

Table 42
2-YEAR COLLEGES WITH BUDGETS $5-9.9-MILLION (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1984/85 BUDGET RANGE:** $5,000,000 thru $9,999,999. **CASES SELECTED:** 138.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$53,000	$50,612	$57,000	12
2.0	Chief Executive Officer, Single Institution	$56,546	$50,800	$61,176	120
3.0	Executive Vice President	$46,478	$43,785	$50,040	20
4.0	Chief Academic Officer	$43,500	$41,000	$47,729	121
5.0	Chief Business Officer	$41,125	$37,900	$45,445	125
6.0	Chief Student Affairs Officer	$39,730	$36,000	$43,227	131
7.0	Chief Development Officer	$34,740	$29,568	$39,800	33
8.0	Chief Public Relations Officer	$25,416	$21,800	$30,773	49
9.0	Chief Planning Officer	$34,635	$31,000	$41,364	19
10.0	Chief Personnel/Human Resources Officer	$29,773	$25,368	$32,824	33
12.0	Chief Budgeting Officer	$30,546	$26,567	$32,978	12
14.0	Registrar	$29,750	$25,212	$34,980	83
16.0	Director, Learning Resources Center	$34,000	$30,214	$39,198	79
17.0	Director, Library Services	$30,966	$27,018	$34,656	68
18.0	Director, Computer Center	$31,750	$28,884	$35,250	74
20.0	Director, Computer Center Operations/Administrative	$33,900	$25,353	$38,957	10
21.0	Director, Educational Media Services	$25,700	$21,830	$31,869	33
22.0	Director, Institutional Research	$28,995	$23,917	$32,216	32
24.0	Administrator, Grants and Contracts	$31,729	$24,000	$34,272	12
27.0	Comptroller	$31,150	$26,725	$34,005	53
28.0	Director, Accounting	$25,000	$23,418	$30,938	26
30.0	Bursar	$19,835	$17,000	$24,043	9
31.0	Director, Food Services	$21,624	$17,600	$24,037	23
32.0	Chief Physical Plant/Facilities Management Officer	$29,751	$26,000	$33,060	101
33.0	Director, Student Activities	$25,637	$20,512	$33,080	70
34.0	Director, Purchasing	$23,929	$17,545	$27,072	43
35.0	Director, Bookstore	$19,493	$16,155	$22,364	81
36.0	Director, Campus Security	$18,000	$16,494	$24,792	34
37.0	Director, Information Systems	$28,048	$23,210	$41,200	7
38.0	Director, News Bureau	$16,333	$16,000	$19,800	6
39.0	Director, Auxiliary Services	$26,878	$23,640	$33,572	18
40.0	Director, Admissions	$29,370	$25,750	$33,526	62
43.0	Director, Student Financial Aid	$26,619	$23,377	$31,234	104
44.0	Director, Student Placement	$24,311	$19,573	$29,162	43
45.0	Director, Student Counseling	$31,231	$26,609	$35,331	78
46.0	Director, Student Union	$29,904	$20,279	$36,079	7
48.0	Director, Student Health Services (Nurse Administrator)	$23,300	$18,792	$27,305	23
49.0	Director, Student Housing	$19,388	$16,891	$21,270	18
50.0	Director, Athletics	$33,484	$29,662	$39,200	52
53.0	Director, Campus Recreation/Intramurals	$23,653	$16,082	$34,800	19
54.0	Director, Alumni Affairs	$21,818	$19,900	$22,450	9
55.0	Director, Information Office	$22,500	$18,515	$25,550	26
56.0	Director, Community Services	$33,000	$27,228	$38,948	57
61.0	Chief Development and Public Relations Officer	$34,323	$32,343	$34,810	9
62.0	Director, Personnel and Affirmative Action	$28,033	$24,000	$34,198	27
63.0	Director, Admissions and Financial Aid	$33,000	$31,102	$38,000	13
65.0	Director, Development and Alumni Affairs	$31,982	$26,000	$35,691	9
66.0	Director, Admissions and Registrar	$33,000	$29,220	$36,583	22
68.0	Dean, Agriculture	$42,742	$36,084	$46,150	5
70.0	Dean, Arts and Sciences	$37,157	$34,700	$40,850	20
71.0	Dean, Business	$35,335	$32,500	$39,089	57
72.0	Dean, Communications	$38,900	$33,853	$43,685	6
73.0	Dean, Continuing Education	$36,209	$31,720	$41,321	67
75.0	Dean, Education	$26,208	$25,186	$34,846	7
76.0	Dean, Engineering	$35,284	$32,027	$39,570	10
78.0	Dean, Extension	$34,613	$25,733	$38,253	8
79.0	Dean, Fine Arts	$37,421	$30,370	$49,673	10
81.0	Dean, Health Related Professions	$35,100	$33,539	$38,000	29
83.0	Dean, Humanities	$36,288	$32,885	$40,982	38
84.0	Dean, Instruction	$39,780	$33,759	$47,333	8
86.0	Dean, Library and Information Sciences	$33,000	$32,677	$33,300	5
87.0	Dean, Mathematics	$36,234	$35,166	$41,555	15
90.0	Dean, Nursing	$35,688	$32,594	$39,334	30
91.0	Dean, Occupation Studies/Vocational Education/Technology	$36,599	$32,479	$41,125	52
94.0	Dean, Sciences	$38,900	$34,425	$41,906	30
95.0	Dean, Social Sciences	$36,828	$33,711	$41,141	26
97.0	Dean, Special Programs	$33,628	$28,713	$36,084	13
98.0	Dean, Undergraduate Programs	$37,582	$33,279	$38,365	6

Table 43

2-YEAR COLLEGES WITH BUDGETS $10-14.9-MILLION (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1984/85 BUDGET RANGE:** $10,000,000 thru $14,999,999. **CASES SELECTED:** 66.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$57,024	$55,000	$59,108	6
2.0	Chief Executive Officer, Single Institution	$60,000	$56,000	$64,200	58
3.0	Executive Vice President	$51,177	$46,584	$53,800	13
4.0	Chief Academic Officer	$47,800	$42,533	$52,668	61
5.0	Chief Business Officer	$44,796	$40,253	$49,250	58
6.0	Chief Student Affairs Officer	$43,466	$39,619	$49,000	61
7.0	Chief Development Officer	$38,160	$31,414	$39,500	10
8.0	Chief Public Relations Officer	$28,000	$25,000	$34,763	16
9.0	Chief Planning Officer	$33,924	$25,000	$44,071	7
10.0	Chief Personnel/Human Resources Officer	$35,526	$27,425	$44,107	28
12.0	Chief Budgeting Officer	$33,800	$27,725	$42,192	14
14.0	Registrar	$30,694	$26,390	$39,600	39
16.0	Director, Learning Resources Center	$35,500	$30,214	$43,722	38
17.0	Director, Library Services	$34,621	$32,010	$39,600	29
8.0	Director, Computer Center	$36,560	$33,400	$39,055	37
19.0	Director, Computer Center Operations/Academic	$34,670	$25,231	$37,985	6
20.0	Director, Computer Center Operations/Administrative	$34,000	$31,975	$36,623	10
21.0	Director, Educational Media Services	$28,670	$22,945	$33,228	29
22.0	Director, Institutional Research	$30,240	$24,332	$35,394	21
24.0	Administrator, Grants and Contracts	$27,413	$24,618	$32,100	11
27.0	Comptroller	$34,918	$32,001	$37,686	25
28.0	Director, Accounting	$30,072	$28,960	$33,602	15
30.0	Bursar	$21,976	$18,306	$33,250	6
31.0	Director, Food Services	$25,884	$21,919	$27,389	13
32.0	Chief Physical Plant/Facilities Management Officer	$33,400	$28,910	$38,196	45
33.0	Director, Student Activities	$29,000	$24,742	$39,160	39
34.0	Director, Purchasing	$27,449	$22,500	$31,960	27
35.0	Director, Bookstore	$25,000	$21,300	$27,056	39
36.0	Director, Campus Security	$24,400	$20,646	$27,331	36
37.0	Director, Information Systems	$38,364	$30,680	$46,524	9
38.0	Director, News Bureau	$21,541	$20,000	$24,728	5
39.0	Director, Auxiliary Services	$27,037	$21,800	$32,904	12
40.0	Director, Admissions	$31,725	$28,080	$35,665	25
43.0	Director, Student Financial Aid	$29,485	$26,826	$34,129	54
44.0	Director, Student Placement	$25,652	$23,820	$31,200	26
45.0	Director, Student Counseling	$33,096	$29,713	$39,119	33
48.0	Director, Student Health Services (Nurse Administrator)	$25,011	$21,096	$30,460	16
49.0	Director, Student Housing	$27,000	$23,029	$30,493	5
50.0	Director, Athletics	$38,455	$32,249	$43,247	31
53.0	Director, Campus Recreation/Intramurals	$25,600	$25,500	$27,047	5
55.0	Director, Information Office	$27,564	$25,500	$32,712	18
56.0	Director, Community Services	$33,180	$26,328	$39,119	26
61.0	Chief Development and Public Relations Officer	$33,886	$32,256	$38,700	9
62.0	Director, Personnel and Affirmative Action	$35,000	$30,000	$40,494	18
66.0	Director, Admissions and Registrar	$38,202	$31,631	$42,479	16
69.0	Dean, Arts and Letters	$36,338	$34,730	$47,857	7
70.0	Dean, Arts and Sciences	$39,600	$38,900	$47,343	13
71.0	Dean, Business	$39,600	$36,380	$46,084	27
72.0	Dean, Communications	$36,888	$34,344	$45,835	5
73.0	Dean, Continuing Education	$37,065	$30,541	$40,300	35
76.0	Dean, Engineering	$36,500	$35,706	$43,670	6
78.0	Dean, Extension	$40,377	$37,400	$50,062	5
81.0	Dean, Health Related Professions	$38,198	$31,400	$42,650	23
83.0	Dean, Humanities	$43,798	$37,007	$50,062	16
84.0	Dean, Instruction	$35,418	$30,614	$44,112	10
87.0	Dean, Mathematics	$39,922	$34,915	$44,381	6
90.0	Dean, Nursing	$40,160	$34,912	$47,102	15
91.0	Dean, Occupation Studies/Vocational Education/Technology	$40,154	$35,963	$46,300	30
94.0	Dean, Sciences	$42,130	$39,119	$50,400	18
95.0	Dean, Social Sciences	$40,950	$35,442	$49,361	18
97.0	Dean, Special Programs	$28,687	$26,418	$42,130	10

Table 44
2-YEAR COLLEGES WITH BUDGETS $15-MILLION OR MORE (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1984/85 BUDGET RANGE:** $15,000,000 or more. **CASES SELECTED:** 100.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$69,550	$62,500	$75,472	35
2.0	Chief Executive Officer, Single Institution	$64,682	$58,541	$71,781	70
3.0	Executive Vice President	$53,330	$51,628	$61,032	25
4.0	Chief Academic Officer	$53,780	$48,624	$58,000	87
5.0	Chief Business Officer	$52,293	$47,500	$58,404	87
6.0	Chief Student Affairs Officer	$48,750	$43,882	$54,470	80
7.0	Chief Development Officer	$41,800	$32,986	$48,379	29
8.0	Chief Public Relations Officer	$38,379	$34,418	$43,035	54
9.0	Chief Planning Officer	$45,629	$39,800	$50,750	22
10.0	Chief Personnel/Human Resources Officer	$41,521	$37,060	$46,394	60
11.0	Chief Health Professions Officer	$37,950	$33,900	$44,676	12
12.0	Chief Budgeting Officer	$41,356	$33,385	$45,677	39
13.0	General Counsel	$44,300	$37,000	$53,915	10
14.0	Registrar	$38,588	$34,000	$44,190	50
16.0	Director, Learning Resources Center	$41,340	$36,903	$46,264	52
17.0	Director, Library Services	$38,412	$33,166	$44,770	47
18.0	Director, Computer Center	$42,330	$38,230	$46,963	62
19.0	Director, Computer Center Operations/Academic	$33,366	$28,074	$40,577	12
20.0	Director, Computer Center Operations/Administrative	$37,542	$32,000	$43,928	11
21.0	Director, Educational Media Services	$32,700	$28,750	$38,422	30
22.0	Director, Institutional Research	$36,621	$31,492	$42,178	51
24.0	Administrator, Grants and Contracts	$38,960	$30,430	$43,227	29
25.0	Director, Affirmative Action/Equal Employment	$33,049	$27,771	$39,135	19
27.0	Comptroller	$40,674	$37,048	$42,897	49
28.0	Director, Accounting	$35,246	$29,000	$39,463	44
29.0	Director, Internal Audit	$33,500	$29,160	$38,388	25
30.0	Bursar	$26,697	$24,937	$35,760	20
31.0	Director, Food Services	$33,834	$27,109	$37,876	21
32.0	Chief Physical Plant/Facilities Management Officer	$40,025	$36,972	$44,788	74
33.0	Director, Student Activities	$32,730	$27,781	$40,084	65
34.0	Director, Purchasing	$30,919	$24,808	$36,972	60
35.0	Director, Bookstore	$26,304	$22,933	$31,783	43
36.0	Director, Campus Security	$28,330	$25,085	$35,270	57
37.0	Director, Information Systems	$42,500	$38,942	$46,866	16
38.0	Director, News Bureau	$25,451	$20,186	$31,960	7
39.0	Director, Auxiliary Services	$37,726	$29,198	$43,316	23
40.0	Director, Admissions	$36,945	$31,766	$44,236	34
42.0	Director, International Studies Education	$34,427	$30,044	$38,811	8
43.0	Director, Student Financial Aid	$33,750	$29,738	$37,698	67
44.0	Director, Student Placement	$31,473	$27,460	$38,270	43
45.0	Director, Student Counseling	$38,476	$34,662	$44,053	61
46.0	Director, Student Union	$32,906	$28,203	$46,698	6
48.0	Director, Student Health Services (Nurse Administrator)	$28,104	$22,735	$36,335	27
49.0	Director, Student Housing	$24,690	$21,287	$26,156	6
50.0	Director, Athletics	$43,814	$36,550	$47,436	41
53.0	Director, Campus Recreation/Intramurals	$20,166	$18,218	$27,119	8
54.0	Director, Alumni Affairs	$23,000	$17,723	$27,626	9
55.0	Director, Information Office	$32,721	$29,256	$36,552	21
56.0	Director, Community Services	$40,352	$35,000	$47,300	53
58.0	Director, Publications	$27,078	$22,000	$29,361	19
59.0	Director, Risk Management and Insurance	$29,719	$27,062	$31,564	8
61.0	Chief Development and Public Relations Officer	$45,265	$43,158	$45,579	5
62.0	Director, Personnel and Affirmative Action	$41,090	$35,200	$47,600	23
63.0	Director, Admissions and Financial Aid	$38,000	$37,788	$41,505	6
66.0	Director, Admissions and Registrar	$38,795	$35,778	$43,175	28
69.0	Dean, Arts and Letters	$43,992	$39,900	$48,437	10
70.0	Dean, Arts and Sciences	$43,199	$39,500	$48,261	22
71.0	Dean, Business	$42,192	$38,500	$46,680	54
72.0	Dean, Communications	$40,396	$34,066	$44,678	16
73.0	Dean, Continuing Education	$42,984	$35,318	$49,904	44
76.0	Dean, Engineering	$41,812	$39,796	$47,075	13
78.0	Dean, Extension	$41,748	$38,824	$46,051	9
79.0	Dean, Fine Arts	$41,687	$39,423	$49,864	19
81.0	Dean, Health Related Professions	$44,000	$40,938	$49,759	27
83.0	Dean, Humanities	$42,413	$35,000	$48,752	26
84.0	Dean, Instruction	$47,761	$44,614	$49,775	16
87.0	Dean, Mathematics	$40,430	$37,065	$45,963	20
90.0	Dean, Nursing	$38,536	$35,788	$42,453	14
91.0	Dean, Occupation Studies/Vocational Education/Technology	$42,646	$39,701	$48,792	48
94.0	Dean, Sciences	$41,200	$37,350	$43,914	31
95.0	Dean, Social Sciences	$41,407	$37,686	$45,564	37
97.0	Dean, Special Programs	$38,756	$35,524	$48,509	13

Table 45
2-YEAR TECHNICAL INSTITUTES (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** 2-Year Tech. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1984/85 BUDGET RANGE:** Not specified. **CASES SELECTED:** 48.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$65,000	$60,000	$71,070	6
2.0	Chief Executive Officer, Single Institution	$53,000	$45,000	$57,384	43
3.0	Executive Vice President	$44,184	$38,844	$46,336	10
4.0	Chief Academic Officer	$39,350	$35,744	$44,235	37
5.0	Chief Business Officer	$37,212	$32,270	$41,640	44
6.0	Chief Student Affairs Officer	$33,000	$31,000	$40,233	42
7.0	Chief Development Officer	$35,000	$30,299	$39,290	17
8.0	Chief Public Relations Officer	$24,459	$19,765	$29,615	21
9.0	Chief Planning Officer	$38,004	$29,150	$39,751	9
10.0	Chief Personnel/Human Resources Officer	$33,456	$26,736	$37,656	17
12.0	Chief Budgeting Officer	$30,500	$27,081	$37,824	7
14.0	Registrar	$25,634	$20,148	$28,932	30
16.0	Director, Learning Resources Center	$28,686	$25,032	$32,544	24
17.0	Director, Library Services	$26,051	$21,828	$31,440	23
18.0	Director, Computer Center	$30,000	$23,917	$34,500	24
20.0	Director, Computer Center Operations/Administrative	$30,621	$24,380	$43,183	8
21.0	Director, Educational Media Services	$22,800	$20,136	$35,334	14
22.0	Director, Institutional Research	$27,069	$23,004	$39,290	13
24.0	Administrator, Grants and Contracts	$33,390	$28,005	$39,700	7
25.0	Director, Affirmative Action/Equal Employment	$32,377	$26,050	$51,300	7
27.0	Comptroller	$28,837	$21,877	$30,276	16
28.0	Director, Accounting	$22,300	$20,904	$24,516	13
31.0	Director, Food Services	$19,260	$15,825	$26,153	8
32.0	Chief Physical Plant/Facilities Management Officer	$27,696	$21,528	$33,500	28
33.0	Director, Student Activities	$25,740	$18,864	$33,200	18
34.0	Director, Purchasing	$20,940	$16,829	$23,520	21
35.0	Director, Bookstore	$18,456	$15,233	$19,788	25
36.0	Director, Campus Security	$19,800	$16,500	$24,571	17
38.0	Director, News Bureau	$22,200	$19,282	$25,643	5
39.0	Director, Auxiliary Services	$24,758	$19,000	$33,200	7
40.0	Director, Admissions	$27,144	$22,830	$32,148	27
43.0	Director, Student Financial Aid	$23,316	$20,259	$27,207	38
44.0	Director, Student Placement	$24,918	$21,600	$29,297	31
45.0	Director, Student Counseling	$26,790	$22,536	$31,008	26
48.0	Director, Student Health Services (Nurse Administrator)	$20,133	$15,611	$27,993	8
50.0	Director, Athletics	$28,051	$24,492	$34,181	7
53.0	Director, Campus Recreation/Intramurals	$22,613	$17,484	$28,080	7
55.0	Director, Information Office	$23,436	$22,200	$26,688	8
56.0	Director, Community Services	$30,714	$26,292	$46,793	7
62.0	Director, Personnel and Affirmative Action	$22,200	$21,480	$31,224	12
66.0	Director, Admissions and Registrar	$23,904	$23,584	$35,040	5
71.0	Dean, Business	$34,164	$29,700	$40,193	23
73.0	Dean, Continuing Education	$33,660	$31,413	$35,900	23
76.0	Dean, Engineering	$36,570	$32,580	$40,905	17
81.0	Dean, Health Related Professions	$33,946	$32,011	$43,974	18
90.0	Dean, Nursing	$30,153	$25,920	$37,457	7
91.0	Dean, Occupation Studies/Vocational Education/Technology	$32,036	$29,148	$42,390	10
97.0	Dean, Special Programs	$28,892	$27,996	$29,112	5

Table 46

COMPARISON BETWEEN INSIDE HIRE AND OUTSIDE HIRE FOR ALL INSTITUTIONS (PRIMARY)

POS	TITLE	INSIDE HIRE MED	INSIDE HIRE DIFF	INSIDE HIRE N	OUTSIDE HIRE MED	OUTSIDE HIRE DIFF	OUTSIDE HIRE N
1.0	Chief Executive Officer, System	$70,550		48	$71,070	0.7%	102
2.0	Chief Executive Officer, Single Institution	$58,850		407	$62,712	6.6%	946
3.0	Executive Vice President	$51,091		198	$57,636	12.8%	107
4.0	Chief Academic Officer	$49,000	0.3%	729	$48,860		620
5.0	Chief Business Officer	$47,712	6.5%	643	$44,796		736
6.0	Chief Student Affairs Officer	$40,900	2.3%	707	$40,000		606
7.0	Chief Development Officer	$41,954		310	$42,000	0.1%	458
8.0	Chief Public Relations Officer	$35,640	21.2%	239	$29,410		463
9.0	Chief Planning Officer	$44,400	2.4%	146	$43,355		85
10.0	Chief Personnel/Human Resources Officer	$34,721		308	$36,940	6.4%	347
11.0	Chief Health Professions Officer	$81,840	50.9%	60	$54,238		43
12.0	Chief Budgeting Officer	$40,800	7.8%	246	$37,848		167
13.0	General Counsel	$50,850	4.8%	51	$48,500		133
14.0	Registrar	$29,214		687	$29,731	1.8%	415
15.0	Director, Church Relations	$25,000		21	$26,000	4.0%	61
16.0	Director, Learning Resources Center	$33,300	12.9%	242	$29,500		303
17.0	Director, Library Services	$31,971		372	$34,500	7.9%	758
18.0	Director, Computer Center	$36,500	1.4%	376	$36,000		484
19.0	Director, Computer Center Operations/Academic	$37,100	15.9%	167	$32,000		133
20.0	Director, Computer Center Operations/Administrative	$36,561	9.5%	159	$33,384		154
21.0	Director, Educational Media Services	$30,156	18.5%	208	$25,440		280
22.0	Director, Institutional Research	$35,000	7.4%	278	$32,580		209
23.0	Director, Special and Deferred Gifts	$33,700	5.5%	91	$31,950		154
24.0	Administrator, Grants and Contracts	$38,000	8.6%	224	$35,000		188
25.0	Director, Affirmative Action/Equal Employment	$34,500		152	$35,000	1.4%	146
26.0	Chaplain	$24,000		53	$25,000	4.2%	231
27.0	Comptroller	$37,500	6.4%	361	$35,250		443
28.0	Director, Accounting	$30,250	10.0%	274	$27,500		251
29.0	Director, Internal Audit	$36,230	10.8%	114	$32,700		190
30.0	Bursar	$27,312	7.0%	205	$25,518		128
31.0	Director, Food Services	$30,000	4.0%	131	$28,860		244
32.0	Chief Physical Plant/Facilities Management Officer	$35,000	4.4%	491	$33,540		679
33.0	Director, Student Activities	$27,800	17.6%	333	$23,640		395
34.0	Director, Purchasing	$27,300		412	$28,974	6.1%	313
35.0	Director, Bookstore	$20,670		397	$21,400	3.5%	474
36.0	Director, Campus Security	$25,513		293	$26,500	3.9%	493
37.0	Director, Information Systems	$40,534		119	$42,000	3.6%	88
38.0	Director, News Bureau	$27,240	18.4%	94	$23,000		188
39.0	Director, Auxiliary Services	$37,295	12.3%	203	$33,200		112
40.0	Director, Admissions	$31,755		475	$32,000	0.8%	450
41.0	Director, Foreign Students	$28,124	15.6%	119	$24,326		97
42.0	Director, International Studies Education	$36,400	21.3%	89	$30,000		49
43.0	Director, Student Financial Aid	$28,000	2.2%	592	$27,396		672
44.0	Director, Student Placement	$28,150	8.3%	362	$26,000		490
45.0	Director, Student Counseling	$34,308	15.0%	406	$29,825		417
46.0	Director, Student Union	$30,761	8.4%	180	$28,368		167
47.0	Director, Student Health Services (Physician Administrator)	$59,376	8.3%	83	$54,845		188
48.0	Director, Student Health Services (Nurse Administrator)	$24,267	20.9%	141	$20,080		366
49.0	Director, Student Housing	$26,400	14.4%	239	$23,071		363
50.0	Director, Athletics	$36,311		420	$36,550	0.7%	406
53.0	Director, Campus Recreation/Intramurals	$29,784	34.9%	166	$22,080		197
54.0	Director, Alumni Affairs	$28,325	13.8%	295	$24,900		393
55.0	Director, Information Office	$29,784	9.1%	123	$27,300		272
56.0	Director, Community Services	$35,767	13.4%	145	$31,550		125
57.0	Administrator, Hospital Medical Center	$77,839		12	$80,450	3.4%	28
58.0	Director, Publications	$27,825	7.8%	141	$25,800		184
59.0	Director, Risk Management and Insurance	$35,300	18.1%	56	$29,883		35
60.0	Chief Planning and Budget Officer	$45,800		63	$49,000	7.0%	29
61.0	Chief Development and Public Relations Officer	$46,000		89	$46,600	1.3%	116
62.0	Director, Personnel and Affirmative Action	$31,377	6.4%	120	$29,500		120
63.0	Director, Admissions and Financial Aid	$35,520		80	$35,637	0.3%	64
65.0	Director, Development and Alumni Affairs	$37,250	5.3%	44	$35,390		53
66.0	Director, Admissions and Registrar	$37,907	8.2%	126	$35,040		88
67.0	Dean, Architecture	$60,000		28	$60,900	1.5%	34
68.0	Dean, Agriculture	$58,836	2.0%	50	$57,700		34
69.0	Dean, Arts and Letters	$45,120		83	$53,256	18.0%	19
70.0	Dean, Arts and Sciences	$49,000		237	$53,076	8.3%	156
71.0	Dean, Business	$46,953		335	$53,000	12.9%	282
72.0	Dean, Communications	$42,626		52	$45,300	6.3%	33
73.0	Dean, Continuing Education	$40,950	11.7%	344	$36,648		220
74.0	Dean, Dentistry	$80,942	2.1%	22	$79,300		30
75.0	Dean, Education	$46,200		220	$51,870	12.3%	188
76.0	Dean, Engineering	$57,768		131	$62,000	7.3%	104
78.0	Dean, Extension	$48,752	16.8%	48	$41,748		34
79.0	Dean, Fine Arts	$43,146		103	$49,673	15.1%	79
80.0	Dean, Graduate Programs	$52,533		261	$52,807	0.5%	77
81.0	Dean, Health Related Professions	$43,890		117	$47,280	7.7%	82
83.0	Dean, Humanities	$38,208		151	$44,480	16.4%	48
85.0	Dean, Law	$74,664		58	$79,667	6.7%	72
86.0	Dean, Library and Information Sciences	$46,575		34	$49,864	7.1%	29
87.0	Dean, Mathematics	$39,942	6.1%	75	$37,635		22
88.0	Dean, Medicine	$102,955	5.1%	47	$98,000		26
89.0	Dean, Music	$44,000		37	$48,800	10.9%	39
90.0	Dean, Nursing	$40,627		109	$45,165	11.2%	198
91.0	Dean, Occupation Studies/Vocational Education/Technology	$41,267	1.9%	127	$40,489		95
92.0	Dean, Pharmacy	$66,536	8.2%	17	$61,500		37
94.0	Dean, Sciences	$42,930		206	$46,241	7.7%	55
95.0	Dean, Social Sciences	$40,212		158	$41,407	3.0%	42
96.0	Dean, Social Work	$54,000		41	$58,900	9.1%	31
98.0	Dean, Undergraduate Programs	$44,958		68	$46,300	3.0%	19

Table 47

COMPARISON BETWEEN NON-MINORITIES AND MINORITIES FOR ALL INSTITUTIONS (PRIMARY)

POS	TITLE	NON-MINORITY MED	NON-MINORITY DIFF	NON-MINORITY N	MINORITY MED	MINORITY DIFF	MINORITY N
1.0	Chief Executive Officer, System	$71,070	22.1%	145	$58,210		6
2.0	Chief Executive Officer, Single Institution	$62,354	9.5%	1,257	$56,964		91
3.0	Executive Vice President	$53,300	24.4%	285	$42,844		20
4.0	Chief Academic Officer	$49,088	3.0%	1,259	$47,675		84
5.0	Chief Business Officer	$46,350	15.9%	1,286	$40,000		82
6.0	Chief Student Affairs Officer	$40,280		1,151	$42,600	5.8%	158
7.0	Chief Development Officer	$42,294	24.4%	725	$34,008		33
8.0	Chief Public Relations Officer	$31,200	1.7%	659	$30,689		40
9.0	Chief Planning Officer	$44,400	15.3%	214	$38,500		19
10.0	Chief Personnel/Human Resources Officer	$36,000	7.5%	590	$33,495		66
11.0	Chief Health Professions Officer	$69,760	63.6%	99	$42,630		5
12.0	Chief Budgeting Officer	$40,000	19.0%	380	$33,600		31
13.0	General Counsel	$48,880		174	$49,834	2.0%	11
14.0	Registrar	$29,578	6.2%	1,028	$27,847		75
16.0	Director, Learning Resources Center	$31,200	3.2%	499	$30,224		50
17.0	Director, Library Services	$34,101	7.3%	1,053	$31,782		75
18.0	Director, Computer Center	$36,500	9.2%	815	$33,416		46
19.0	Director, Computer Center Operations/Academic	$35,815	60.2%	289	$22,359		15
20.0	Director, Computer Center Operations/Administrative	$35,020	13.4%	299	$30,870		19
21.0	Director, Educational Media Services	$28,409	13.7%	453	$24,994		39
22.0	Director, Institutional Research	$34,036	6.3%	452	$32,004		37
23.0	Director, Special and Deferred Gifts	$32,875	35.8%	239	$24,200		5
24.0	Administrator, Grants and Contracts	$37,000	11.8%	389	$33,093		25
25.0	Director, Affirmative Action/Equal Employment	$32,694		146	$36,395	11.3%	154
26.0	Chaplain	$24,535	4.2%	269	$23,554		16
27.0	Comptroller	$36,668	7.7%	768	$34,050		40
28.0	Director, Accounting	$29,401	13.1%	476	$26,000		51
29.0	Director, Internal Audit	$33,843	2.8%	277	$32,921		31
30.0	Bursar	$26,475		309	$26,500	0.1%	27
31.0	Director, Food Services	$29,500	35.9%	352	$21,700		22
32.0	Chief Physical Plant/Facilities Management Officer	$34,693	13.7%	1,099	$30,500		70
33.0	Director, Student Activities	$25,818	2.9%	624	$25,100		103
34.0	Director, Purchasing	$28,369	33.6%	678	$21,239		47
35.0	Director, Bookstore	$21,180	12.1%	824	$18,886		49
36.0	Director, Campus Security	$26,292	3.3%	679	$25,452		110
38.0	Director, News Bureau	$24,823	8.8%	269	$22,823		10
39.0	Director, Auxiliary Services	$36,296	31.8%	296	$27,540		19
40.0	Director, Admissions	$32,000	10.1%	858	$29,065		69
41.0	Director, Foreign Students	$26,640	6.7%	183	$24,976		37
42.0	Director, International Studies Education	$34,427	9.2%	129	$31,536		10
43.0	Director, Student Financial Aid	$27,450		1,075	$28,483	3.8%	186
44.0	Director, Student Placement	$27,000	0.4%	781	$26,890		73
45.0	Director, Student Counseling	$32,297	12.0%	733	$28,840		90
46.0	Director, Student Union	$30,175	2.9%	321	$29,317		31
47.0	Director, Student Health Services (Physician Administrator)	$57,860	37.4%	252	$42,116		21
48.0	Director, Student Health Services (Nurse Administrator)	$21,333	15.0%	472	$18,550		36
49.0	Director, Student Housing	$25,000	8.0%	550	$23,154		51
50.0	Director, Athletics	$36,837	8.9%	782	$33,818		51
52.0	Director, Athletics/Women	$30,416	29.0%	164	$23,584		6
53.0	Director, Campus Recreation/Intramurals	$25,410	19.7%	328	$21,228		38
54.0	Director, Alumni Affairs	$26,000		652	$26,436	1.7%	35
55.0	Director, Information Office	$27,936	1.7%	378	$27,456		15
56.0	Director, Community Services	$32,480		237	$36,443	12.2%	34
58.0	Director, Publications	$27,120		319	$28,620	5.5%	9
60.0	Chief Planning and Budget Officer	$48,672	42.3%	86	$34,200		7
61.0	Chief Development and Public Relations Officer	$47,200	27.4%	193	$37,063		11
62.0	Director, Personnel and Affirmative Action	$30,000		192	$33,708	12.4%	48
63.0	Director, Admissions and Financial Aid	$35,900	49.3%	136	$24,043		7
66.0	Director, Admissions and Registrar	$37,500	17.3%	191	$31,980		21
68.0	Dean, Agriculture	$59,533	40.6%	75	$42,336		9
69.0	Dean, Arts and Letters	$47,033	4.3%	92	$45,114		10
70.0	Dean, Arts and Sciences	$51,750	14.6%	366	$45,156		28
71.0	Dean, Business	$49,647	17.8%	580	$42,128		39
73.0	Dean, Continuing Education	$39,790	0.9%	526	$39,425		37
75.0	Dean, Education	$49,325	10.5%	369	$44,652		43
76.0	Dean, Engineering	$60,700	19.0%	223	$51,000		14
78.0	Dean, Extension	$46,051	3.1%	75	$44,652		6
79.0	Dean, Fine Arts	$47,000		173	$47,500	1.1%	11
80.0	Dean, Graduate Programs	$52,533		322	$52,721	0.4%	17
81.0	Dean, Health Related Professions	$44,000		181	$50,375	14.5%	19
83.0	Dean, Humanities	$39,483	24.3%	183	$31,764		19
84.0	Dean, Instruction	$40,688	35.6%	40	$30,000		7
85.0	Dean, Law	$78,000	11.4%	126	$70,000		5
86.0	Dean, Library and Information Sciences	$48,864	7.4%	57	$45,500		8
87.0	Dean, Mathematics	$39,922	33.1%	89	$30,000		12
89.0	Dean, Music	$47,700	25.4%	71	$38,052		6
90.0	Dean, Nursing	$43,500	2.5%	281	$42,453		29
91.0	Dean, Occupation Studies/Vocational Education/Technology	$41,100	2.9%	207	$39,938		16
94.0	Dean, Sciences	$43,798	16.7%	230	$37,538		32
95.0	Dean, Social Sciences	$40,906	34.0%	175	$30,529		26
96.0	Dean, Social Work	$55,700	3.1%	48	$54,000		24
97.0	Dean, Special Programs	$34,100		70	$36,886	8.2%	27

Table 48

COMPARISON BETWEEN MALES AND FEMALES FOR ALL INSTITUTIONS (PRIMARY)

POS	TITLE	MALE MED	MALE DIFF	MALE N	FEMALE MED	FEMALE DIFF	FEMALE N
1.0	Chief Executive Officer, System	$71,300	22.9%	144	$58,010		8
2.0	Chief Executive Officer, Single Institution	$62,370	13.4%	1,247	$55,000		108
3.0	Executive Vice President	$53,240	14.9%	286	$46,336		21
4.0	Chief Academic Officer	$49,700	16.9%	1,170	$42,533		182
5.0	Chief Business Officer	$46,900	39.6%	1,270	$33,600		107
6.0	Chief Student Affairs Officer	$41,500	18.9%	1,041	$34,908		276
7.0	Chief Development Officer	$43,500	25.2%	620	$34,740		147
8.0	Chief Public Relations Officer	$35,640	39.8%	415	$25,500		287
9.0	Chief Planning Officer	$44,635	6.2%	192	$42,024		43
10.0	Chief Personnel/Human Resources Officer	$39,610	32.0%	420	$30,000		238
11.0	Chief Health Professions Officer	$81,840	06.3%	81	$39,670		23
12.0	Chief Budgeting Officer	$41,356	22.7%	337	$33,708		76
13.0	General Counsel	$49,268	1.9%	144	$48,348		42
14.0	Registrar	$33,800	40.0%	649	$24,150		461
15.0	Director, Church Relations	$26,372	26.5%	71	$20,852		13
16.0	Director, Learning Resources Center	$34,562	30.2%	323	$26,550		229
17.0	Director, Library Services	$36,774	26.8%	685	$29,000		452
18.0	Director, Computer Center	$37,210	36.8%	782	$27,192		84
19.0	Director, Computer Center Operations/Academic	$37,108	38.3%	257	$26,832		47
20.0	Director, Computer Center Operations/Administrative	$36,580	39.5%	252	$26,220		66
21.0	Director, Educational Media Services	$29,897	49.9%	400	$19,950		95
22.0	Director, Institutional Research	$36,553	31.2%	319	$27,853		172
23.0	Director, Special and Deferred Gifts	$34,573	21.3%	190	$28,500		58
24.0	Administrator, Grants and Contracts	$41,120	49.5%	276	$27,500		138
25.0	Director, Affirmative Action/Equal Employment	$36,700	7.9%	109	$34,000		190
26.0	Chaplain	$25,185	32.6%	251	$19,000		37
27.0	Comptroller	$38,570	43.6%	626	$26,850		184
28.0	Director, Accounting	$33,500	45.7%	336	$23,000		194
29.0	Director, Internal Audit	$35,460	27.2%	239	$27,888		70
30.0	Bursar	$32,200	46.4%	177	$22,000		159
31.0	Director, Food Services	$31,380	34.4%	256	$23,350		121
32.0	Chief Physical Plant/Facilities Management Officer	$34,500	40.2%	1,158	$24,610		17
33.0	Director, Student Activities	$27,950	27.2%	436	$21,980		293
34.0	Director, Purchasing	$30,428	41.5%	532	$21,500		198
35.0	Director, Bookstore	$26,345	55.2%	432	$16,979		447
36.0	Director, Campus Security	$26,032	3.1%	774	$25,257		19
37.0	Director, Information Systems	$43,156	45.7%	172	$29,619		34
38.0	Director, News Bureau	$26,748	21.6%	135	$22,000		147
39.0	Director, Auxiliary Services	$37,600	49.2%	270	$25,200		45
40.0	Director, Admissions	$33,351	21.0%	703	$27,563		231
41.0	Director, Foreign Students	$28,644	21.0%	126	$23,677		95
42.0	Director, International Studies Education	$40,367	49.5%	93	$27,000		47
43.0	Director, Student Financial Aid	$30,450	30.3%	777	$23,377		494
44.0	Director, Student Placement	$30,168	30.6%	481	$23,108		378
45.0	Director, Student Counseling	$34,000	21.6%	528	$27,960		302
46.0	Director, Student Union	$31,200	20.4%	282	$25,920		69
47.0	Director, Student Health Services (Physician Administrator)	$58,000	5.3%	214	$55,065		61
48.0	Director, Student Health Services (Nurse Administrator)	$27,030	27.5%	10	$21,200		502
49.0	Director, Student Housing	$28,250	41.3%	364	$20,000		241
50.0	Director, Athletics	$37,200	48.8%	786	$25,000		49
52.0	Director, Athletics/Women	$24,000		8	$30,416	26.7%	164
53.0	Director, Campus Recreation/Intramurals	$25,591	13.2%	299	$22,613		69
54.0	Director, Alumni Affairs	$30,000	41.3%	368	$21,230		323
55.0	Director, Information Office	$30,888	26.5%	217	$24,411		180
56.0	Director, Community Services	$35,500	23.5%	154	$28,735		117
58.0	Director, Publications	$30,007	24.5%	162	$24,100		166
59.0	Director, Risk Management and Insurance	$35,300	16.0%	74	$30,430		19
60.0	Chief Planning and Budget Officer	$48,672	83.2%	85	$26,570		8
61.0	Chief Development and Public Relations Officer	$48,550	45.9%	163	$33,280		41
62.0	Director, Personnel and Affirmative Action	$33,928	34.2%	126	$25,290		114
63.0	Director, Admissions and Financial Aid	$37,590	34.3%	112	$28,000		32
64.0	Director, Housing and Food Services	$43,594	42.5%	39	$30,584		9
65.0	Director, Development and Alumni Affairs	$38,000	46.2%	71	$26,000		26
66.0	Director, Admissions and Registrar	$38,354	32.3%	162	$29,000		52
69.0	Dean, Arts and Letters	$47,531	27.6%	87	$37,257		15
70.0	Dean, Arts and Sciences	$52,408	25.2%	344	$41,870		52
71.0	Dean, Business	$51,000	33.9%	549	$38,094		74
72.0	Dean, Communications	$45,300	1.4%	69	$44,678		17
73.0	Dean, Continuing Education	$42,265	29.4%	430	$32,663		137
75.0	Dean, Education	$50,952	24.8%	328	$40,825		85
77.0	Dean, Experimental Programs	$44,748	49.2%	15	$30,000		5
78.0	Dean, Extension	$47,000	32.8%	70	$35,404		12
79.0	Dean, Fine Arts	$47,500	18.5%	163	$40,084		21
80.0	Dean, Graduate Programs	$53,900	14.5%	285	$47,067		54
81.0	Dean, Health Related Professions	$49,494	20.7%	111	$41,000		89
82.0	Dean, Home Economics	$54,600	7.3%	13	$50,894		49
83.0	Dean, Humanities	$40,982	10.5%	155	$37,088		49
84.0	Dean, Instruction	$41,121	21.2%	37	$33,919		10
85.0	Dean, Law	$78,000	9.7%	125	$71,073		6
86.0	Dean, Library and Information Sciences	$50,004	15.0%	42	$43,500		23
87.0	Dean, Mathematics	$39,922	24.0%	88	$32,204		14
89.0	Dean, Music	$45,174	18.7%	71	$38,052		6
90.0	Dean, Nursing	$48,072	10.8%	6	$43,380		304
91.0	Dean, Occupation Studies/Vocational Education/Technology	$41,318	14.8%	199	$36,000		23
94.0	Dean, Sciences	$44,480	21.4%	228	$36,648		35
95.0	Dean, Social Sciences	$40,652	2.4%	165	$39,695		39
96.0	Dean, Social Work	$55,700	10.9%	49	$50,239		24
97.0	Dean, Special Programs	$33,628		63	$36,070	7.3%	36
98.0	Dean, Undergraduate Programs	$47,500	17.9%	63	$40,300		25

Table 49

YEARS OF SERVICE NON-MINORITIES AND MINORITIES FOR ALL INSTITUTIONS (PRIMARY)

POS	TITLE	NON-MINORITY MED	NON-MINORITY DIFF	NON-MINORITY N	MINORITY MED	MINORITY DIFF	MINORITY N
1.0	Chief Executive Officer, System	5	66.7%	126	3		6
2.0	Chief Executive Officer, Single Institution	5	25.0%	1,168	4		83
3.0	Executive Vice President	4	0.0%	252	4	0.0%	18
4.0	Chief Academic Officer	4	33.3%	1,083	3		71
5.0	Chief Business Officer	6	50.0%	1,188	4		75
6.0	Chief Student Affairs Officer	6	50.0%	1,024	4		129
7.0	Chief Development Officer	3	0.0%	612	3	0.0%	29
8.0	Chief Public Relations Officer	4	0.0%	580	4	0.0%	34
9.0	Chief Planning Officer	4	0.0%	184	4	0.0%	16
10.0	Chief Personnel/Human Resources Officer	5	25.0%	548	4		60
11.0	Chief Health Professions Officer	5	66.7%	92	3		5
12.0	Chief Budgeting Officer	5	25.0%	352	4		27
13.0	General Counsel	5	25.0%	159	4		10
14.0	Registrar	7	16.7%	948	6		69
16.0	Director, Learning Resources Center	6	0.0%	452	6	0.0%	43
17.0	Director, Library Services	8	33.3%	953	6		68
18.0	Director, Computer Center	4	33.3%	725	3		42
19.0	Director, Computer Center Operations/Academic	3	50.0%	244	2		14
20.0	Director, Computer Center Operations/Administrative	4	00.0%	269	2		18
21.0	Director, Educational Media Services	6	20.0%	423	5		38
22.0	Director, Institutional Research	5	25.0%	389	4		33
23.0	Director, Special and Deferred Gifts	3	50.0%	208	2		5
24.0	Administrator, Grants and Contracts	4	33.3%	351	3		24
25.0	Director, Affirmative Action/Equal Employment	4	0.0%	136	4	0.0%	136
26.0	Chaplain	4		237	8	00.0%	14
27.0	Comptroller	5	66.7%	711	3		33
28.0	Director, Accounting	4	0.0%	446	4	0.0%	42
29.0	Director, Internal Audit	4		252	5	25.0%	27
30.0	Bursar	6	20.0%	279	5		25
31.0	Director, Food Services	6	0.0%	327	6	0.0%	22
32.0	Chief Physical Plant/Facilities Management Officer	6	50.0%	1,009	4		60
33.0	Director, Student Activities	4	33.3%	534	3		95
34.0	Director, Purchasing	6		626	9	50.0%	44
35.0	Director, Bookstore	7		776	8	14.3%	47
36.0	Director, Campus Security	6	20.0%	627	5		97
38.0	Director, News Bureau	4	33.3%	235	3		9
39.0	Director, Auxiliary Services	5	0.0%	269	5	0.0%	16
40.0	Director, Admissions	5	0.0%	748	5	0.0%	63
41.0	Director, Foreign Students	5	0.0%	166	5	0.0%	35
42.0	Director, International Studies Education	5	25.0%	117	4		7
43.0	Director, Student Financial Aid	5	0.0%	969	5	0.0%	164
44.0	Director, Student Placement	5	25.0%	693	4		64
45.0	Director, Student Counseling	5	0.0%	666	5	0.0%	76
46.0	Director, Student Union	6		300	9	50.0%	27
47.0	Director, Student Health Services (Physician Administrator)	6	20.0%	235	5		21
48.0	Director, Student Health Services (Nurse Administrator)	5		437	6	20.0%	35
49.0	Director, Student Housing	4	33.3%	479	3		44
50.0	Director, Athletics	5	25.0%	700	4		48
52.0	Director, Athletics/Women	6	50.0%	152	4		6
53.0	Director, Campus Recreation/Intramurals	5	66.7%	284	3		34
54.0	Director, Alumni Affairs	4		568	5	25.0%	29
55.0	Director, Information Office	4	0.0%	332	4	0.0%	12
56.0	Director, Community Services	5	0.0%	218	5	0.0%	29
58.0	Director, Publications	4	00.0%	286	1		8
60.0	Chief Planning and Budget Officer	4	0.0%	78	4	0.0%	6
61.0	Chief Development and Public Relations Officer	3	0.0%	171	3	0.0%	11
62.0	Director, Personnel and Affirmative Action	5	25.0%	174	4		46
63.0	Director, Admissions and Financial Aid	4	33.3%	124	3		7
66.0	Director, Admissions and Registrar	7	75.0%	179	4		20
68.0	Dean, Agriculture	5	25.0%	65	4		8
69.0	Dean, Arts and Letters	4	00.0%	81	2		8
70.0	Dean, Arts and Sciences	5	66.7%	305	3		22
71.0	Dean, Business	4	0.0%	499	4	0.0%	37
73.0	Dean, Continuing Education	5	0.0%	457	5	0.0%	34
75.0	Dean, Education	5	25.0%	327	4		37
76.0	Dean, Engineering	4	33.3%	194	3		11
78.0	Dean, Extension	5	66.7%	67	3		6
79.0	Dean, Fine Arts	6	00.0%	154	3		10
80.0	Dean, Graduate Programs	5		277	7	40.0%	15
81.0	Dean, Health Related Professions			164	6	20.0%	19
83.0	Dean, Humanities	5	0.0%	161	5	0.0%	17
84.0	Dean, Instruction	3		29	4	33.3%	6
85.0	Dean, Law	4	33.3%	114	3		5
86.0	Dean, Library and Information Sciences	7	16.7%	47	6		7
87.0	Dean, Mathematics	5		81	7	40.0%	10
89.0	Dean, Music	5		67	8	60.0%	5
90.0	Dean, Nursing	4	0.0%	245	4	0.0%	25
91.0	Dean, Occupation Studies/Vocational Education/Technology	6	0.0%	182	6	0.0%	16
94.0	Dean, Sciences	5	25.0%	203	4		26
95.0	Dean, Social Sciences	5	0.0%	157	5	0.0%	23
96.0	Dean, Social Work	5	25.0%	42	4		21
97.0	Dean, Special Programs	4		61	6	50.0%	25

Table 50
YEARS OF SERVICE MALES AND FEMALES FOR ALL INSTITUTIONS (PRIMARY)

POS	TITLE	MALE MED	MALE DIFF	MALE N	FEMALE MED	FEMALE DIFF	FEMALE N
1.0	Chief Executive Officer, System	5	25.0%	126	4		7
2.0	Chief Executive Officer, Single Institution	5	25.0%	1,161	4		94
3.0	Executive Vice President	4		253	5	25.0%	19
4.0	Chief Academic Officer	4	33.3%	1,011	3		151
5.0	Chief Business Officer	6	50.0%	1,176	4		96
6.0	Chief Student Affairs Officer	6	00.0%	924	3		237
7.0	Chief Development Officer	3	0.0%	524	3	0.0%	124
8.0	Chief Public Relations Officer	5	66.7%	367	3		249
9.0	Chief Planning Officer	4	33.3%	166	3		36
10.0	Chief Personnel/Human Resources Officer	6	50.0%	391	4		218
11.0	Chief Health Professions Officer	5	66.7%	77	3		20
12.0	Chief Budgeting Officer	6	50.0%	312	4		69
13.0	General Counsel	5	66.7%	132	3		38
14.0	Registrar	8	33.3%	609	6		414
15.0	Director, Church Relations	4	0.0%	62	4	0.0%	12
16.0	Director, Learning Resources Center	7	40.0%	299	5		200
17.0	Director, Library Services	9	50.0%	632	6		397
18.0	Director, Computer Center	4	33.3%	698	3		73
19.0	Director, Computer Center Operations/Academic	3	50.0%	222	2		36
20.0	Director, Computer Center Operations/Administrative	4	33.3%	227	3		60
21.0	Director, Educational Media Services	7	75.0%	379	4		85
22.0	Director, Institutional Research	5	25.0%	278	4		146
23.0	Director, Special and Deferred Gifts	3	0.0%	171	3	0.0%	45
24.0	Administrator, Grants and Contracts	5	66.7%	253	3		122
25.0	Director, Affirmative Action/Equal Employment	4	0.0%	98	4	0.0%	173
26.0	Chaplain	5	50.0%	223	2		30
27.0	Comptroller	5	66.7%	587	3		159
28.0	Director, Accounting	5	66.7%	313	3		178
29.0	Director, Internal Audit	4	00.0%	222	2		58
30.0	Bursar	7	40.0%	160	5		144
31.0	Director, Food Services	6	20.0%	240	5		112
32.0	Chief Physical Plant/Facilities Management Officer	6	20.0%	1,057	5		16
33.0	Director, Student Activities	5	66.7%	387	3		246
34.0	Director, Purchasing	8	00.0%	498	4		177
35.0	Director, Bookstore	8	33.3%	410	6		418
36.0	Director, Campus Security	6	00.0%	710	3		17
37.0	Director, Information Systems	4	33.3%	149	3		29
38.0	Director, News Bureau	6	00.0%	117	2		130
39.0	Director, Auxiliary Services	6	50.0%	246	4		39
40.0	Director, Admissions	6	00.0%	628	3		189
41.0	Director, Foreign Students	6	20.0%	119	5		82
42.0	Director, International Studies Education	6	00.0%	83	3		42
43.0	Director, Student Financial Aid	7	75.0%	717	4		424
44.0	Director, Student Placement	6	50.0%	435	4		326
45.0	Director, Student Counseling	6	50.0%	491	4		257
46.0	Director, Student Union	7	75.0%	265	4		61
47.0	Director, Student Health Services (Physician Administrator)	7	40.0%	204	5		54
48.0	Director, Student Health Services (Nurse Administrator)	2		9	5	50.0%	466
49.0	Director, Student Housing	4	33.3%	324	3		203
50.0	Director, Athletics	6	00.0%	710	3		40
52.0	Director, Athletics/Women	7	16.7%	5	6		154
53.0	Director, Campus Recreation/Intramurals	5	25.0%	260	4		60
54.0	Director, Alumni Affairs	4	33.3%	331	3		270
55.0	Director, Information Office	5	66.7%	190	3		156
56.0	Director, Community Services	6	50.0%	143	4		103
58.0	Director, Publications	6	00.0%	144	3		150
59.0	Director, Risk Management and Insurance	6	50.0%	67	4		19
60.0	Chief Planning and Budget Officer	4	0.0%	79	4	0.0%	5
61.0	Chief Development and Public Relations Officer	4	33.3%	146	3		37
62.0	Director, Personnel and Affirmative Action	5	25.0%	120	4		100
63.0	Director, Admissions and Financial Aid	5	50.0%	106	2		26
64.0	Director, Housing and Food Services	7	40.0%	37	5		8
65.0	Director, Development and Alumni Affairs	3	0.0%	62	3	0.0%	19
66.0	Director, Admissions and Registrar	7	75.0%	152	4		47
69.0	Dean, Arts and Letters	4		76	7	75.0%	13
70.0	Dean, Arts and Sciences	5	66.7%	286	3		43
71.0	Dean, Business	4	0.0%	474	4	0.0%	66
72.0	Dean, Communications	6	20.0%	62	5		17
73.0	Dean, Continuing Education	6	00.0%	390	3		104
75.0	Dean, Education	5	25.0%	295	4		70
77.0	Dean, Experimental Programs	4		15	6	50.0%	5
78.0	Dean, Extension	5	66.7%	63	3		10
79.0	Dean, Fine Arts	6	20.0%	147	5		17
80.0	Dean, Graduate Programs	5	25.0%	247	4		45
81.0	Dean, Health-Related Professions	6	20.0%	100	5		83
82.0	Dean, Home Economics	8	60.0%	13	5		42
83.0	Dean, Humanities	4		137	5	25.0%	42
84.0	Dean, Instruction	3	0.0%	28	3	0.0%	7
85.0	Dean, Law	4	00.0%	113	2		6
86.0	Dean, Library and Information Sciences	6	0.0%	34	6	0.0%	20
87.0	Dean, Mathematics	5	66.7%	80	3		12
89.0	Dean, Music	5		66	6	20.0%	5
90.0	Dean, Nursing	2		6	4	00.0%	264
91.0	Dean, Occupation Studies/Vocational Education/Technology	6	00.0%	180	3		17
94.0	Dean, Sciences	5	25.0%	199	4		31
95.0	Dean, Social Sciences	5	0.0%	152	5	0.0%	31
96.0	Dean, Social Work	5	25.0%	41	4		22
97.0	Dean, Special Programs	5	25.0%	54	4		33
98.0	Dean, Undergraduate Programs	6	20.0%	57	5		20

Table 51
YEARS OF SERVICE INSIDE HIRE AND OUTSIDE HIRE FOR ALL INSTITUTION (PRIMARY)

POS	TITLE	INSIDE HIRE MED	INSIDE HIRE DIFF	INSIDE HIRE N	OUTSIDE HIRE MED	OUTSIDE HIRE DIFF	OUTSIDE HIRE N
1.0	Chief Executive Officer, System	4		40	5	25.0%	91
2.0	Chief Executive Officer, Single Institution	6	20.0%	383	5		869
3.0	Executive Vice President	4		177	5	25.0%	94
4.0	Chief Academic Officer	4	0.0%	631	4	0.0%	528
5.0	Chief Business Officer	6	20.0%	603	5		669
6.0	Chief Student Affairs Officer	5		615	6	20.0%	542
7.0	Chief Development Officer	4	33.3%	260	3		388
8.0	Chief Public Relations Officer	4	0.0%	216	4	0.0%	398
9.0	Chief Planning Officer	4	0.0%	126	4	0.0%	72
10.0	Chief Personnel/Human Resources Officer	6	20.0%	285	5		321
11.0	Chief Health Professions Officer	6	50.0%	57	4		39
12.0	Chief Budgeting Officer	5	0.0%	232	5	0.0%	150
13.0	General Counsel	4		42	5	25.0%	127
14.0	Registrar	7		636	8	14.3%	381
15.0	Director, Church Relations	4	0.0%	20	4	0.0%	53
16.0	Director, Learning Resources Center	6	0.0%	220	6	0.0%	275
17.0	Director, Library Services	7		334	8	14.3%	689
18.0	Director, Computer Center	5	25.0%	333	4		434
19.0	Director, Computer Center Operations/Academic	2		142	3	50.0%	113
20.0	Director, Computer Center Operations/Administrative	4	33.3%	143	3		140
21.0	Director, Educational Media Services	6	20.0%	191	5		269
22.0	Director, Institutional Research	5	25.0%	242	4		179
23.0	Director, Special and Deferred Gifts	4	33.3%	78	3		137
24.0	Administrator, Grants and Contracts	5	25.0%	202	4		172
25.0	Director, Affirmative Action/Equal Employment	4	0.0%	138	4	0.0%	132
26.0	Chaplain	4	0.0%	48	4	0.0%	201
27.0	Comptroller	5	0.0%	331	5	0.0%	411
28.0	Director, Accounting	4	0.0%	253	4	0.0%	233
29.0	Director, Internal Audit	4	33.3%	101	3		178
30.0	Bursar	6	20.0%	186	5		116
31.0	Director, Food Services	7	40.0%	121	5		230
32.0	Chief Physical Plant/Facilities Management Officer	6	0.0%	449	6	0.0%	618
33.0	Director, Student Activities	4	0.0%	298	4	0.0%	333
34.0	Director, Purchasing	6		378	7	16.7%	293
35.0	Director, Bookstore	7	0.0%	370	7	0.0%	450
36.0	Director, Campus Security	6	20.0%	271	5		451
37.0	Director, Information Systems	4	0.0%	106	4	0.0%	74
38.0	Director, News Bureau	5	66.7%	84	3		165
39.0	Director, Auxiliary Services	5		184	6	20.0%	101
40.0	Director, Admissions	5	25.0%	424	4		386
41.0	Director, Foreign Students	6	20.0%	111	5		87
42.0	Director, International Studies Education	5	0.0%	81	5	0.0%	42
43.0	Director, Student Financial Aid	6	20.0%	541	5		595
44.0	Director, Student Placement	6	50.0%	322	4		434
45.0	Director, Student Counseling	5	0.0%	368	5	0.0%	375
46.0	Director, Student Union	6	0.0%	167	6	0.0%	155
47.0	Director, Student Health Services (Physician Administrator)	6	0.0%	78	6	0.0%	176
48.0	Director, Student Health Services (Nurse Administrator)	5		132	6	20.0%	339
49.0	Director, Student Housing	4	0.0%	207	4	0.0%	317
50.0	Director, Athletics	6	20.0%	387	5		355
53.0	Director, Campus Recreation/Intramurals	6	50.0%	151	4		167
54.0	Director, Alumni Affairs	4	33.3%	262	3		338
55.0	Director, Information Office	4	0.0%	111	4	0.0%	233
56.0	Director, Community Services	5	0.0%	134	5	0.0%	112
57.0	Administrator, Hospital Medical Center	5	66.7%	10	3		25
58.0	Director, Publications	6	00.0%	129	3		162
59.0	Director, Risk Management and Insurance	5	0.0%	52	5	0.0%	33
60.0	Chief Planning and Budget Officer	4	0.0%	58	4	0.0%	25
61.0	Chief Development and Public Relations Officer	4	33.3%	79	3		104
62.0	Director, Personnel and Affirmative Action	5	25.0%	111	4		110
63.0	Director, Admissions and Financial Aid	3		72	4	33.3%	60
65.0	Director, Development and Alumni Affairs	3	0.0%	36	3	0.0%	45
66.0	Director, Admissions and Registrar	5		116	7	40.0%	83
67.0	Dean, Architecture	3		26	4	33.3%	30
68.0	Dean, Agriculture	6	20.0%	42	5		30
69.0	Dean, Arts and Letters	5	66.7%	73	3		16
70.0	Dean, Arts and Sciences	4		198	5	25.0%	129
71.0	Dean, Business	5	25.0%	293	4		241
72.0	Dean, Communications	5		49	7	40.0%	30
73.0	Dean, Continuing Education	5	0.0%	310	5	0.0%	181
74.0	Dean, Dentistry	8	66.7%	21	3		27
75.0	Dean, Education	4		196	5	25.0%	164
76.0	Dean, Engineering	5	25.0%	114	4		89
78.0	Dean, Extension	5	0.0%	45	5	0.0%	28
79.0	Dean, Fine Arts	6	20.0%	91	5		71
80.0	Dean, Graduate Programs	5	25.0%	225	4		66
81.0	Dean, Health Related Professions	5		104	6	20.0%	79
83.0	Dean, Humanities	5	0.0%	130	5	0.0%	45
85.0	Dean, Law	5	25.0%	51	4		67
86.0	Dean, Library and Information Sciences	4		31	6	50.0%	22
87.0	Dean, Mathematics	5		67	7	40.0%	21
88.0	Dean, Medicine	7	75.0%	43	4		21
89.0	Dean, Music	4		34	6	50.0%	37
90.0	Dean, Nursing	5	25.0%	92	4		176
91.0	Dean, Occupation Studies/Vocational Education/Technology	6	20.0%	111	5		86
92.0	Dean, Pharmacy	7		14	8	14.3%	32
94.0	Dean, Sciences	5	0.0%	184	5	0.0%	44
95.0	Dean, Social Sciences	5		141	6	20.0%	39
96.0	Dean, Social Work	5		35	6	20.0%	28
98.0	Dean, Undergraduate Programs	6	20.0%	59	5		18

Table 52
FOUR YEAR COMPARISON OF 518 PARTICIPATING INSTITUTIONS (PRIMARY)

POS	TITLE	1982 MED	1983 MED	82v83 CHNG	1984 MED	83v84 CHNG	1985 MED	84v85 CHNG	82v85 CGMP CHNG
1.0	Chief Executive Officer, System	$64,955	$71,000	9.3%	$74,056	4.3%	$74,110	.1%	4.5%
2.0	Chief Executive Officer, Single Institution	$55,700	$60,479	8.6%	$64,250	6.2%	$68,560	6.7%	7.2%
3.0	Executive Vice President	$47,960	$51,600	7.6%	$54,500	5.6%	$59,110	8.5%	7.2%
4.0	Chief Academic Officer	$45,139	$49,225	9.1%	$51,925	5.5%	$54,860	5.7%	6.7%
5.0	Chief Business Officer	$44,000	$47,000	6.8%	$49,000	4.3%	$53,000	8.2%	6.4%
6.0	Chief Student Affairs Officer	$37,325	$40,000	7.2%	$42,000	5.0%	$45,000	7.1%	6.4%
7.0	Chief Development Officer	$37,898	$40,660	7.3%	$43,100	6.0%	$46,000	6.7%	6.7%
8.0	Chief Public Relations Officer	$31,153	$31,600	1.4%	$32,150	1.7%	$34,870	8.5%	3.8%
9.0	Chief Planning Officer	$38,482	$40,165	4.4%	$41,184	2.5%	$44,070	7.0%	4.6%
10.0	Chief Personnel/Human Resources Officer	$30,600	$32,783	7.1%	$35,083	7.0%	$37,060	5.6%	6.6%
11.0	Chief Health Professions Officer	$68,853	$63,000	-8.5%	$75,000	19.0%	$89,000	18.7%	8.9%
12.0	Chief Budgeting Officer	$33,400	$36,129	8.2%	$38,296	6.0%	$40,000	4.4%	6.2%
13.0	General Counsel	$41,472	$45,700	10.2%	$46,500	1.8%	$50,880	9.4%	7.1%
14.0	Registrar	$27,588	$29,150	5.7%	$30,608	5.0%	$32,850	7.3%	6.0%
15.0	Director, Church Relations	$20,567	$22,750	10.6%	$29,000	27.5%	$30,000	3.4%	13.4%
16.0	Director, Learning Resources Center	$29,636	$30,450	2.7%	$31,624	3.9%	$33,510	6.0%	4.2%
17.0	Director, Library Services	$31,625	$34,315	8.5%	$36,012	4.9%	$37,500	4.1%	5.8%
18.0	Director, Computer Center	$32,480	$35,258	8.6%	$37,429	6.2%	$40,000	6.9%	7.2%
21.0	Director, Educational Media Services	$24,402	$25,099	2.9%	$27,105	8.0%	$29,730	9.7%	6.8%
22.0	Director, Institutional Research	$30,000	$32,640	8.8%	$34,128	4.6%	$35,190	3.1%	5.5%
23.0	Director, Special and Deferred Gifts	$27,903	$28,781	3.1%	$30,400	5.6%	$33,500	10.2%	6.3%
24.0	Administrator, Grants and Contracts	$31,000	$35,500	14.5%	$34,999	-1.4%	$38,980	11.4%	7.9%
25.0	Director, Affirmative Action/Equal Employment	$28,823	$30,438	5.6%	$32,500	6.8%	$35,000	7.7%	6.7%
27.0	Comptroller	$31,755	$34,400	8.3%	$36,737	6.8%	$39,000	6.2%	7.1%
29.0	Director, Internal Audit	$28,005	$30,000	7.1%	$31,600	5.3%	$33,520	6.1%	6.2%
30.0	Bursar	$24,000	$25,000	4.2%	$26,697	6.8%	$27,300	2.3%	4.4%
31.0	Director, Food Services	$26,861	$28,850	7.4%	$30,567	6.0%	$32,250	5.5%	6.3%
32.0	Chief Physical Plant/Facilities Management Officer	$30,540	$34,068	11.6%	$35,280	3.6%	$37,390	6.0%	7.0%
34.0	Director, Purchasing	$25,089	$27,540	9.8%	$28,500	3.5%	$29,450	3.3%	5.5%
35.0	Director, Bookstore	$20,901	$22,150	6.0%	$24,170	9.1%	$24,650	2.0%	5.7%
36.0	Director, Campus Security	$23,085	$25,000	8.3%	$26,295	5.2%	$27,900	6.1%	6.5%
37.0	Director, Information Systems	$36,156	$36,785	1.7%	$38,630	5.0%	$41,500	7.4%	4.7%
38.0	Director, News Bureau	$21,000	$22,550	7.4%	$23,406	3.8%	$25,350	8.3%	6.5%
39.0	Director, Auxiliary Services	$31,207	$34,000	8.9%	$35,471	4.3%	$38,640	8.9%	7.4%
40.0	Director, Admissions	$29,152	$31,000	6.3%	$32,467	4.7%	$34,220	5.4%	5.5%
41.0	Director, Foreign Students	$23,015	$24,485	6.4%	$24,520	.1%	$26,300	7.3%	4.5%
42.0	Director, International Studies Education	$31,015	$31,700	2.2%	$33,020	4.2%	$34,420	4.2%	3.5%
43.0	Director, Student Financial Aid	$25,000	$27,080	8.3%	$28,196	4.1%	$29,810	5.7%	6.0%
44.0	Director, Student Placement	$23,265	$25,250	8.5%	$26,500	5.0%	$28,750	8.5%	7.3%
45.0	Director, Student Counseling	$27,846	$29,747	6.8%	$32,448	9.1%	$34,120	5.2%	7.0%
46.0	Director, Student Union	$25,500	$28,324	11.1%	$29,600	4.5%	$31,160	5.3%	6.9%
47.0	Director, Student Health Services (Physician Adminis)	$48,160	$51,059	6.0%	$55,000	7.7%	$58,410	6.2%	6.6%
48.0	Director, Student Health Services (Nurse Administrat)	$18,500	$18,000	-2.7%	$20,296	12.8%	$22,860	12.6%	7.3%
49.0	Director, Student Housing	$22,760	$25,000	9.8%	$26,040	4.2%	$27,760	6.6%	6.8%
50.0	Director, Athletics	$33,551	$34,650	3.3%	$37,546	8.4%	$39,330	4.8%	5.4%
51.0	Director, Athletics/Men	$33,342	$34,000	2.0%	$35,849	5.4%	$38,660	7.8%	5.1%
52.0	Director, Athletics/Women	$26,800	$24,705	-7.8%	$29,280	18.5%	$31,700	8.3%	5.8%
53.0	Director, Campus Recreation/Intramurals	$22,569	$22,864	1.3%	$25,008	9.4%	$26,260	5.0%	5.2%
54.0	Director, Alumni Affairs	$23,000	$24,782	7.7%	$26,076	5.2%	$27,900	7.0%	6.6%
55.0	Director, Information Office	$24,009	$27,672	15.3%	$27,755	.3%	$30,000	8.1%	7.7%
56.0	Director, Community Services	$26,920	$28,309	5.2%	$29,808	5.3%	$32,240	8.2%	6.2%
57.0	Administrator, Hospital Medical Center	$62,900	$64,963	3.3%	$75,000	15.5%	$77,830	3.8%	7.4%
58.0	Director, Publications	$23,543	$24,879	5.7%	$26,000	4.5%	$27,500	5.8%	5.3%
59.0	Director, Risk Management and Insurance	$27,015	$27,380	1.4%	$32,455	18.5%	$33,000	1.7%	6.9%
60.0	Chief Planning and Budget Officer	$41,250	$45,800	11.0%	$46,000	.4%	$49,980	8.7%	6.6%
61.0	Chief Development and Public Relations Officer	$38,600	$46,000	19.2%	$47,900	4.1%	$51,500	7.5%	10.1%
62.0	Director, Personnel and Affirmative Action	$27,492	$30,690	11.6%	$30,358	-1.1%	$33,000	8.7%	6.3%
63.0	Director, Admissions and Financial Aid	$32,500	$35,064	7.9%	$37,500	6.9%	$38,900	3.7%	6.2%
64.0	Director, Housing and Food Services	$33,780	$36,480	8.0%	$36,480	.0%	$42,500	16.5%	8.0%
65.0	Director, Development and Alumni Affairs	$31,881	$33,954	6.5%	$35,448	4.4%	$38,000	7.2%	6.0%
67.0	Dean, Architecture	$47,300	$51,240	8.3%	$55,000	7.3%	$60,000	9.1%	8.2%
68.0	Dean, Agriculture	$50,600	$54,594	7.9%	$54,600	.0%	$61,200	12.1%	6.5%
69.0	Dean, Arts and Letters	$39,500	$41,640	5.4%	$44,100	5.9%	$47,140	6.9%	6.1%
70.0	Dean, Arts and Sciences	$45,200	$49,173	8.8%	$51,150	4.0%	$54,810	7.2%	6.6%
71.0	Dean, Business	$43,920	$47,868	9.0%	$49,759	4.0%	$53,600	7.7%	6.9%
72.0	Dean, Communications	$39,305	$45,150	14.9%	$43,984	-2.6%	$47,470	7.9%	6.5%
73.0	Dean, Continuing Education	$36,666	$38,000	3.6%	$40,200	5.8%	$43,000	7.0%	5.5%
74.0	Dean, Dentistry	$65,000	$70,200	8.0%	$74,999	6.8%	$81,750	9.0%	7.9%
75.0	Dean, Education	$43,776	$46,612	6.5%	$48,072	3.1%	$51,700	7.5%	5.7%
76.0	Dean, Engineering	$51,816	$57,000	10.0%	$60,000	5.3%	$65,000	8.3%	7.8%
78.0	Dean, Extension	$37,500	$41,000	9.3%	$42,777	4.3%	$48,750	14.0%	9.1%
79.0	Dean, Fine Arts	$41,000	$45,055	9.9%	$46,604	3.4%	$49,930	7.1%	6.8%
80.0	Dean, Graduate Programs	$43,900	$47,275	7.7%	$50,000	5.8%	$53,150	6.3%	6.6%
81.0	Dean, Health Related Professions	$37,450	$42,292	12.9%	$44,242	4.6%	$48,130	8.8%	8.7%
83.0	Dean, Humanities	$33,988	$35,136	3.4%	$37,900	7.9%	$39,310	3.7%	5.0%
85.0	Dean, Law	$62,100	$68,000	9.5%	$72,000	5.9%	$77,160	7.2%	7.5%
86.0	Dean, Library and Information Sciences	$38,600	$43,300	12.2%	$46,200	6.7%	$48,860	5.8%	8.2%
87.0	Dean, Mathematics	$34,011	$33,873	-.4%	$38,000	12.2%	$40,090	5.5%	5.6%
88.0	Dean, Medicine	$80,000	$86,350	7.9%	$99,144	14.8%	$99,750	.6%	7.6%
89.0	Dean, Music	$37,757	$41,325	9.4%	$46,509	12.5%	$49,550	6.6%	9.5%
90.0	Dean, Nursing	$38,900	$43,275	11.2%	$45,000	4.0%	$47,250	5.0%	6.7%
91.0	Dean, Occupation Studies/Vocational Education/Technol	$36,147	$39,000	7.9%	$39,967	2.5%	$40,640	1.7%	4.0%
92.0	Dean, Pharmacy	$53,200	$59,000	10.9%	$60,800	3.1%	$66,000	8.6%	7.5%
94.0	Dean, Sciences	$37,026	$38,300	3.4%	$42,500	11.0%	$45,180	6.3%	6.9%
95.0	Dean, Social Sciences	$33,610	$35,000	4.1%	$39,169	11.9%	$42,360	8.1%	8.0%
96.0	Dean, Social Work	$46,062	$50,000	8.5%	$50,950	1.9%	$55,650	9.2%	6.5%
98.0	Dean, Undergraduate Programs	$39,800	$44,557	12.0%	$48,300	8.4%	$48,000	-.6%	6.4%

TABLE 53
MEANS AND MEDIANS SUMMARY—ALL INSTITUTIONS (PRIMARY)

POS	TITLE	MEDIAN	MEAN	N
1.0	Chief Executive Officer, System	$70,700	$74,335	156
2.0	Chief Executive Officer, Single Institution	$61,500	$64,271	1,379
3.0	Executive Vice President	$52,518	$56,408	311
4.0	Chief Academic Officer	$48,550	$50,688	1,392
5.0	Chief Business Officer	$45,890	$47,463	1,407
6.0	Chief Student Affairs Officer	$40,400	$41,790	1,358
7.0	Chief Development Officer	$41,791	$43,496	789
8.0	Chief Public Relations Officer	$30,970	$33,614	729
9.0	Chief Planning Officer	$44,000	$45,866	241
10.0	Chief Personnel/Human Resources Officer	$35,300	$37,088	675
11.0	Chief Health Professions Officer	$68,990	$69,604	106
12.0	Chief Budgeting Officer	$39,000	$40,522	420
13.0	General Counsel	$49,050	$49,773	190
14.0	Registrar	$29,352	$30,043	1,138
16.0	Director, Learning Resources Center	$30,904	$32,179	574
17.0	Director, Library Services	$33,779	$35,758	1,172
18.0	Director, Computer Center	$36,069	$37,368	881
19.0	Director, Computer Center Operations/Academic	$35,020	$37,089	310
20.0	Director, Computer Center Operations/Administrative	$35,000	$35,549	326
21.0	Director, Educational Media Services	$27,927	$29,222	503
22.0	Director, Institutional Research	$33,757	$34,902	505
23.0	Director, Special and Deferred Gifts	$32,004	$33,159	254
24.0	Administrator, Grants and Contracts	$36,816	$37,886	428
25.0	Director, Affirmative Action/Equal Employment	$35,000	$35,623	309
26.0	Chaplain	$24,539	$25,370	295
27.0	Comptroller	$36,043	$36,713	828
28.0	Director, Accounting	$29,060	$30,246	542
29.0	Director, Internal Audit	$33,742	$34,425	320
30.0	Bursar	$26,475	$27,969	343
31.0	Director, Food Services	$29,300	$29,908	385
32.0	Chief Physical Plant/Facilities Management Officer	$34,000	$35,092	1,210
33.0	Director, Student Activities	$25,600	$26,763	759
34.0	Director, Purchasing	$28,032	$28,803	747
35.0	Director, Bookstore	$21,000	$22,372	899
36.0	Director, Campus Security	$26,000	$27,438	813
37.0	Director, Information Systems	$41,366	$41,567	211
38.0	Director, News Bureau	$24,530	$25,857	290
39.0	Director, Auxiliary Services	$35,993	$36,205	323
40.0	Director, Admissions	$31,746	$32,274	968
41.0	Director, Foreign Students	$26,308	$27,564	226
42.0	Director, International Studies Education	$34,427	$36,780	142
43.0	Director, Student Financial Aid	$27,500	$28,245	1,290
44.0	Director, Student Placement	$26,994	$27,675	883
45.0	Director, Student Counseling	$31,825	$32,179	851
46.0	Director, Student Union	$30,000	$30,459	358
47.0	Director, Student Health Services (Physician Administrator)	$56,531	$53,977	280
48.0	Director, Student Health Services (Nurse Administrator)	$21,300	$21,963	523
49.0	Director, Student Housing	$24,690	$25,967	615
50.0	Director, Athletics	$36,260	$38,064	851
53.0	Director, Campus Recreation/Intramurals	$25,390	$25,897	373
54.0	Director, Alumni Affairs	$25,845	$27,522	708
55.0	Director, Information Office	$27,703	$29,211	408
56.0	Director, Community Services	$33,000	$34,059	279
57.0	Administrator, Hospital Medical Center	$80,000	$75,710	44
58.0	Director, Publications	$27,074	$28,151	336
59.0	Director, Risk Management and Insurance	$34,440	$35,544	94
60.0	Chief Planning and Budget Officer	$46,900	$48,136	95
61.0	Chief Development and Public Relations Officer	$46,200	$47,693	209
62.0	Director, Personnel and Affirmative Action	$30,528	$31,742	244
63.0	Director, Admissions and Financial Aid	$35,460	$36,575	148
65.0	Director, Development and Alumni Affairs	$35,831	$37,001	101
66.0	Director, Admissions and Registrar	$36,583	$35,865	223
67.0	Dean, Architecture	$60,200	$60,548	65
68.0	Dean, Agriculture	$58,810	$58,011	86
69.0	Dean, Arts and Letters	$47,033	$48,411	104
70.0	Dean, Arts and Sciences	$51,000	$52,145	401
71.0	Dean, Business	$48,740	$50,220	641
72.0	Dean, Communications	$43,910	$46,389	89
73.0	Dean, Continuing Education	$39,478	$40,267	580
74.0	Dean, Dentistry	$80,942	$80,087	53
75.0	Dean, Education	$48,500	$48,653	424
76.0	Dean, Engineering	$60,700	$60,141	245
78.0	Dean, Extension	$45,944	$47,230	86
79.0	Dean, Fine Arts	$47,000	$46,779	187
80.0	Dean, Graduate Programs	$52,500	$53,518	343
81.0	Dean, Health Related Professions	$44,000	$46,282	204
83.0	Dean, Humanities	$39,000	$41,443	215
85.0	Dean, Law	$77,850	$78,453	134
86.0	Dean, Library and Information Sciences	$48,150	$46,727	66
87.0	Dean, Mathematics	$38,250	$40,090	104
88.0	Dean, Medicine	$99,953	$102,251	77
89.0	Dean, Music	$45,000	$48,458	80
90.0	Dean, Nursing	$43,200	$45,449	316
91.0	Dean, Occupation Studies/Vocational Education/Technology	$40,850	$41,582	243
92.0	Dean, Pharmacy	$62,800	$63,836	56
94.0	Dean, Sciences	$42,930	$44,979	272
95.0	Dean, Social Sciences	$40,084	$41,617	212
96.0	Dean, Social Work	$55,300	$53,061	77
98.0	Dean, Undergraduate Programs	$44,958	$46,647	89

Table 54

Summary of All Reported Salaries By Institutional Type (Primary)

POSITION TITLE: Chief Executive Officer of a Single Institution (President/Chancellor) **POSITION CODE:** 2.0
POSITION DESCRIPTION: The principal administrative official responsible for the direction of all operations of a campus or an institution of higher education.

INSTITUTIONAL TYPE	MED	Q1	Q3	N
All Institutions	$61,500	$51,931	$74,250	1379
Public Institutions	$62,000	$54,400	$71,070	770
Private Institutions	$60,769	$47,400	$78,210	609
Private Independent Institutions	$70,320	$55,000	$90,000	309
Private Religious Institutions	$52,500	$42,500	$66,000	300
System Offices	$58,950	$55,298	$64,000	15
All Universities	$74,900	$65,725	$88,500	349
Public Universities with Enrollment 4999 or Less	$64,300	$58,970	$74,771	63
Public Universities with Enrollment 5000 - 9999	$68,000	$62,000	$72,700	81
Public Universities with Enrollment 10,000 - 19,999	$80,000	$72,144	$87,799	66
Public Universities with Enrollment 20,000 or More	$87,888	$76,296	$96,000	31
Private Universities with Enrollment 4999 or Less	$75,000	$63,379	$90,600	63
Private Universities with Enrollment 5000 or More	$100,700	$90,000	$130,000	45
All Four-Year Colleges	$60,000	$50,000	$70,416	483
Public Four-Year Colleges with Enrollment 4999 or Less	$59,000	$53,764	$65,000	76
Public Four-Year Colleges with Enrollment 5000 or More	$70,137	$67,682	$75,633	23
Private Four-Year Colleges with Enrollment 999 or Less	$49,500	$42,000	$60,000	186
Private Four-Year Colleges with Enrollment 1000 or More	$67,968	$58,000	$82,000	198
All Two-Year Colleges	$56,133	$49,300	$62,600	404
Public Two-Year Colleges with Enrollment 999 or Less	$48,913	$43,000	$53,800	67
Public Two-Year Colleges with Enrollment 1000 - 2499	$54,540	$49,626	$59,811	126
Public Two-Year Colleges with Enrollment 2500 - 4999	$59,100	$54,000	$64,044	90
Public Two-Year Colleges with Enrollment 5000 - 9999	$63,333	$58,397	$67,204	48
Public Two-Year Colleges with Enrollment 1000 or More	$63,300	$58,450	$71,500	24
Private Two-Year Colleges	$43,650	$38,000	$54,545	49
Public Universities with Budgets $24.9-Million or Less	$65,500	$58,970	$74,900	120
Public Universities with Budgets $25 - 49.9-Million	$69,760	$64,233	$74,900	74
Public Universities with Budgets $50 - 99.9-Million	$76,466	$71,070	$81,576	41
Public Universities with Budgets $100 - 149.9-Million	$83,673	$77,160	$88,500	18
Public Universities with Budgets $150-Million or More	$90,524	$83,000	$96,000	39
Private Universities with Budgets $24.9-Million or Less	$70,000	$60,000	$82,000	51
Private Universities with Budgets $25 - 49.9-Million	$90,000	$80,000	$100,000	23
Private Universities with Budgets $50 - 99.9-Million	$100,000	$90,000	$122,000	15
Private Universities with Budgets $100 - 149.9-Million	$123,500	$107,500	$141,000	5
Private Universities with Budgets $150-Million or More	$141,000	$115,000	$162,500	14
Public Four-Year Colleges with Budgets $9.9-Million or Less	$55,624	$52,104	$61,008	35
Public Four-Year Colleges with Budgets $10-Million or More	$67,500	$59,636	$70,137	64
Private Four-Year Colleges with Budgets $4.9-Million or Less	$45,000	$38,576	$52,000	113
Private Four-Year Colleges with Budgets $5 - 14.9-Million	$61,000	$52,500	$70,840	210
Private Four-Year Colleges with Budgets $15-Million or More	$85,000	$72,000	$100,000	61
Two-Year Colleges with Budgets $4.9-Million or Less	$49,300	$42,974	$55,285	156
Two-Year Colleges with Budgets $5 - 9.9-Million	$56,546	$50,800	$61,176	120
Two-Year Colleges with Budgets $10 - 14.9-Million	$60,000	$56,000	$64,200	58
Two-Year Colleges with Budgets $15-Million or More	$64,682	$58,541	$71,781	70
Two-Year Technical Colleges	$53,000	$45,000	$57,384	43

Table 55

Summary of All Reported Salaries By Institutional Type (Primary)

POSITION TITLE: Chief Academic Officer (may also be titled Provost) **POSITION CODE:** 4.0
POSITION DESCRIPTION: The senior administrative official responsible for the direction of the academic program of the institution. Functions typically include teaching, research, extension, admissions, registrar, and library activities. Reports to the Chief Executive Officer.

INSTITUTIONAL TYPE	MED	Q1	Q3	N
All Institutions	$48,550	$40,000	$59,010	1392
Public Institutions	$51,914	$43,416	$61,167	797
Private Institutions	$43,800	$35,000	$55,000	595
Private Independent Institutions	$49,831	$40,100	$62,000	298
Private Religious Institutions	$37,916	$32,000	$47,000	297
System Offices	$57,000	$47,900	$68,600	67
All Universities	$62,354	$55,000	$74,000	383
Public Universities with Enrollment 4999 or Less	$54,300	$46,500	$58,909	66
Public Universities with Enrollment 5000 - 9999	$60,000	$55,660	$64,968	79
Public Universities with Enrollment 10,000 - 19,999	$68,995	$62,856	$75,000	76
Public Universities with Enrollment 20,000 or More	$78,000	$69,084	$85,000	51
Private Universities with Enrollment 4999 or Less	$55,000	$48,550	$62,000	64
Private Universities with Enrollment 5000 or More	$82,000	$64,122	$100,000	47
All Four-Year Colleges	$44,600	$36,000	$52,515	476
Public Four-Year Colleges with Enrollment 4999 or Less	$50,000	$44,573	$54,325	76
Public Four-Year Colleges with Enrollment 5000 or More	$60,300	$58,368	$63,864	22
Private Four-Year Colleges with Enrollment 999 or Less	$35,044	$29,400	$41,000	177
Private Four-Year Colleges with Enrollment 1000 or More	$48,200	$42,452	$56,826	201
All Two-Year Colleges	$44,000	$39,000	$50,645	408
Public Two-Year Colleges with Enrollment 999 or Less	$38,000	$33,674	$41,500	57
Public Two-Year Colleges with Enrollment 1000 - 2499	$42,500	$39,287	$46,000	122
Public Two-Year Colleges with Enrollment 2500 - 4999	$47,000	$41,469	$52,287	91
Public Two-Year Colleges with Enrollment 5000 - 9999	$51,128	$48,250	$55,072	54
Public Two-Year Colleges with Enrollment 1000 or More	$55,036	$49,555	$59,259	40
Private Two-Year Colleges	$32,445	$25,600	$38,500	44
Public Universities with Budgets $24.9-Million or Less	$53,689	$46,500	$58,000	122
Public Universities with Budgets $25 - 49.9-Million	$60,116	$55,000	$66,500	71
Public Universities with Budgets $50 - 99.9-Million	$65,000	$61,325	$69,300	48
Public Universities with Budgets $100 - 149.9-Million	$74,000	$68,952	$81,000	22
Public Universities with Budgets $150-Million or More	$78,000	$70,000	$85,000	58
Private Universities with Budgets $24.9-Million or Less	$51,361	$44,100	$55,825	49
Private Universities with Budgets $25 - 49.9-Million	$65,000	$58,000	$70,000	26
Private Universities with Budgets $50 - 99.9-Million	$82,000	$67,000	$89,000	18
Private Universities with Budgets $100 - 149.9-Million	$91,915	$82,000	$106,000	6
Private Universities with Budgets $150-Million or More	$92,500	$86,000	$120,000	12
Public Four-Year Colleges with Budgets $9.9-Million or Less	$45,924	$40,250	$49,250	34
Public Four-Year Colleges with Budgets $10-Million or More	$55,000	$51,460	$61,500	64
Private Four-Year Colleges with Budgets $4.9-Million or Less	$32,000	$27,744	$36,612	109
Private Four-Year Colleges with Budgets $5 - 14.9-Million	$43,852	$37,500	$48,410	205
Private Four-Year Colleges with Budgets $15-Million or More	$59,000	$50,333	$66,500	64
Two-Year Colleges with Budgets $4.9-Million or Less	$38,245	$32,073	$42,500	139
Two-Year Colleges with Budgets $5 - 9.9-Million	$43,500	$41,000	$47,729	121
Two-Year Colleges with Budgets $10 - 14.9-Million	$47,800	$42,533	$52,668	61
Two-Year Colleges with Budgets $15-Million or More	$53,780	$48,624	$58,000	67
Two-Year Technical Colleges	$39,350	$35,744	$44,235	37

Table 56

Summary of All Reported Salaries By Institutional Type (Primary)

POSITION TITLE: Chief Business Officer **POSITION CODE:** 5.0

POSITION DESCRIPTION: The senior administrative official responsible for the direction of business and financial affairs. Functions supervised typically include purchasing, physical plant management, property management, auxiliary enterprises, personnel services, investments, accounting, and related matters.

INSTITUTIONAL TYPE	MED	Q1	Q3	N
All Institutions	$45,890	$36,600	$57,000	1407
Public Institutions	$48,231	$40,000	$57,957	821
Private Institutions	$41,500	$32,500	$54,150	586
Private Independent Institutions	$48,000	$37,128	$60,407	289
Private Religious Institutions	$36,000	$29,750	$45,700	297
System Offices	$56,000	$46,900	$62,341	77
All Universities	$58,596	$50,523	$68,300	389
Public Universities with Enrollment 4999 or Less	$47,824	$41,715	$56,600	70
Public Universities with Enrollment 5000 - 9999	$55,000	$50,523	$59,850	83
Public Universities with Enrollment 10,000 - 19,999	$63,408	$57,132	$69,649	77
Public Universities with Enrollment 20,000 or More	$70,000	$63,500	$77,000	51
Private Universities with Enrollment 4999 or Less	$52,200	$41,340	$61,275	64
Private Universities with Enrollment 5000 or More	$73,000	$60,500	$91,500	44
All Four-Year Colleges	$42,000	$34,000	$51,500	480
Public Four-Year Colleges with Enrollment 4999 or Less	$45,450	$39,024	$51,817	79
Public Four-Year Colleges with Enrollment 5000 or More	$60,253	$56,196	$64,188	22
Private Four-Year Colleges with Enrollment 999 or Less	$33,800	$28,000	$39,567	180
Private Four-Year Colleges with Enrollment 1000 or More	$47,403	$41,195	$57,600	199
All Two-Year Colleges	$41,469	$35,639	$47,861	404
Public Two-Year Colleges with Enrollment 999 or Less	$32,000	$28,000	$36,450	53
Public Two-Year Colleges with Enrollment 1000 - 2499	$40,500	$37,000	$43,900	125
Public Two-Year Colleges with Enrollment 2500 - 4999	$43,647	$39,225	$47,861	94
Public Two-Year Colleges with Enrollment 5000 - 9999	$49,000	$45,936	$56,676	52
Public Two-Year Colleges with Enrollment 1000 or More	$53,208	$48,231	$60,000	38
Private Two-Year Colleges	$29,700	$24,480	$35,720	42
Public Universities with Budgets $24.9-Million or Less	$48,900	$41,100	$56,600	126
Public Universities with Budgets $25 - 49.9-Million	$54,966	$50,523	$59,850	75
Public Universities with Budgets $50 - 99.9-Million	$61,416	$55,200	$65,200	51
Public Universities with Budgets $100 - 149.9-Million	$67,088	$64,584	$70,100	23
Public Universities with Budgets $150-Million or More	$71,070	$64,600	$77,000	57
Private Universities with Budgets $24.9-Million or Less	$49,675	$40,000	$66,000	51
Private Universities with Budgets $25 - 49.9-Million	$61,720	$56,761	$68,670	26
Private Universities with Budgets $50 - 99.9-Million	$78,000	$68,500	$86,000	17
Private Universities with Budgets $100 - 149.9-Million	$72,000	$71,500	$100,000	5
Private Universities with Budgets $150-Million or More	$92,000	$90,000	$102,000	9
Public Four-Year Colleges with Budgets $9.9-Million or Less	$40,503	$37,320	$45,720	36
Public Four-Year Colleges with Budgets $10-Million or More	$54,138	$46,640	$59,950	65
Private Four-Year Colleges with Budgets $4.9-Million or Less	$30,000	$25,450	$34,760	107
Private Four-Year Colleges with Budgets $5 - 14.9-Million	$41,500	$35,020	$47,712	208
Private Four-Year Colleges with Budgets $15-Million or More	$58,522	$51,000	$66,350	64
Two-Year Colleges with Budgets $4.9-Million or Less	$33,400	$28,000	$38,803	134
Two-Year Colleges with Budgets $5 - 9.9-Million	$41,125	$37,900	$45,445	125
Two-Year Colleges with Budgets $10 - 14.9-Million	$44,796	$40,253	$49,250	58
Two-Year Colleges with Budgets $15-Million or More	$52,293	$47,500	$58,404	87
Two-Year Technical Colleges	$37,212	$32,270	$41,640	44

Table 57

Summary of All Reported Salaries By Institutional Type (Primary)

POSITION TITLE: Chief Personnel/Human Resource Officer **POSITION CODE:** 10.0
POSITION DESCRIPTION: The senior administrative official responsible for administering institutional personnel policies and practices for staff and/or faculty. Functions typically include personnel records, benefits, staff employment, wage and salary administration, and, where applicable, labor relations.

INSTITUTIONAL TYPE	MED	Q1	Q3	N
All Institutions	$35,300	$28,270	$44,760	675
Public Institutions	$38,500	$31,788	$46,050	452
Private Institutions	$30,940	$24,000	$39,720	223
Private Independent Institutions	$32,160	$25,300	$42,500	148
Private Religious Institutions	$26,565	$21,400	$34,300	75
System Offices	$45,195	$37,162	$58,319	57
All Universities	$39,720	$32,635	$49,600	313
Public Universities with Enrollment 4999 or Less	$30,655	$25,200	$33,708	40
Public Universities with Enrollment 5000 - 9999	$34,875	$31,117	$39,429	68
Public Universities with Enrollment 10,000 - 19,999	$42,647	$38,940	$47,600	73
Public Universities with Enrollment 20,000 or More	$50,100	$44,991	$57,600	44
Private Universities with Enrollment 4999 or Less	$29,450	$24,420	$37,260	44
Private Universities with Enrollment 5000 or More	$50,000	$39,610	$59,280	44
All Four-Year Colleges	$29,364	$22,800	$36,400	171
Public Four-Year Colleges with Enrollment 4999 or Less	$29,480	$24,573	$35,500	36
Public Four-Year Colleges with Enrollment 5000 or More	$41,366	$38,628	$43,500	20
Private Four-Year Colleges with Enrollment 999 or Less	$21,100	$14,000	$24,478	20
Private Four-Year Colleges with Enrollment 1000 or More	$28,500	$22,050	$34,300	95
All Two-Year Colleges	$36,050	$27,500	$44,321	134
Public Two-Year Colleges with Enrollment 999 or Less	$19,200	$11,310	$19,517	5
Public Two-Year Colleges with Enrollment 1000 - 2499	$26,725	$20,246	$32,000	28
Public Two-Year Colleges with Enrollment 2500 - 4999	$35,934	$29,370	$42,780	37
Public Two-Year Colleges with Enrollment 5000 - 9999	$41,150	$37,175	$45,500	34
Public Two-Year Colleges with Enrollment 1000 or More	$45,933	$38,400	$49,333	25
Private Two-Year Colleges	$22,000	$15,150	$27,500	5
Public Universities with Budgets $24.9-Million or Less	$29,520	$24,365	$33,350	73
Public Universities with Budgets $25 - 49.9-Million	$34,536	$31,775	$40,700	62
Public Universities with Budgets $50 - 99.9-Million	$40,950	$35,246	$47,500	48
Public Universities with Budgets $100 - 149.9-Million	$41,364	$40,284	$46,400	21
Public Universities with Budgets $150-Million or More	$51,570	$46,950	$61,692	53
Private Universities with Budgets $24.9-Million or Less	$26,500	$22,080	$31,200	32
Private Universities with Budgets $25 - 49.9-Million	$38,500	$32,760	$48,300	20
Private Universities with Budgets $50 - 99.9-Million	$45,000	$38,000	$49,300	15
Private Universities with Budgets $100 - 149.9-Million	$44,600	$39,000	$59,280	4
Private Universities with Budgets $150-Million or More	$60,000	$53,000	$68,000	17
Public Four-Year Colleges with Budgets $9.9-Million or Less	$22,800	$14,160	$37,608	8
Public Four-Year Colleges with Budgets $10-Million or More	$35,238	$29,270	$41,202	48
Private Four-Year Colleges with Budgets $4.9-Million or Less	$19,000	$13,536	$24,000	12
Private Four-Year Colleges with Budgets $5 - 14.9-Million	$24,000	$19,000	$28,000	51
Private Four-Year Colleges with Budgets $15-Million or More	$32,741	$27,500	$38,600	52
Two-Year Colleges with Budgets $4.9-Million or Less	$19,517	$15,900	$27,500	13
Two-Year Colleges with Budgets $5 - 9.9-Million	$29,773	$25,368	$32,824	33
Two-Year Colleges with Budgets $10 - 14.9-Million	$35,526	$27,425	$44,107	28
Two-Year Colleges with Budgets $15-Million or More	$41,521	$37,060	$46,394	60
Two-Year Technical Colleges	$33,456	$26,736	$37,656	17

TABLE 58

Distribution of Salaries
All Institutions
Page 1

SALARY	1	2	3	4	5	6	7	8	9	10
$153,000-$153,999		1								
$150,000-$150,999	2	5								
$145,000-$145,999		1		1						
$141,000-$141,999		2								
$139,000-$139,999		1								
$137,000-$137,999			1							
$136,000-$136,999		1		1						
$135,000-$135,999		1								
$134,000-$134,999		1								
$132,000-$132,999		1			1					
$131,000-$131,999		2								
$130,000-$130,999		2								
$129,000-$129,999		1								
$128,000-$128,999	1	1								1
$127,000-$127,999										
$126,000-$126,999		2								
$125,000-$125,999	1	2		1						
$124,000-$124,999		1								
$123,000-$123,999		1								
$122,000-$122,999		2								
$121,000-$121,999			1		1					
$120,000-$120,999		1	1	4						
$118,000-$118,999		1								
$116,000-$116,999	1									
$115,000-$115,999		4	1							
$114,000-$114,999		1								
$113,000-$113,999		1								
$111,000-$111,999		1								
$110,000-$110,999		3	1	2						
$109,000-$109,999		1							1	
$107,000-$107,999		5		1						
$106,000-$106,999	1	1		2						
$105,000-$105,999		1	2	1						
$104,000-$104,999		1								
$103,000-$103,999	1				1					
$102,000-$102,999		1		1	2	1	3			
$101,000-$101,999		1								
$100,000-$100,999	5	23	1	1	1		2			
$99,000-$99,999	1	7			1					
$98,000-$98,999	2	5		1			1			
$97,000-$97,999	4	3	1		1				1	
$96,000-$96,999	2	8	1	2						
$95,000-$95,999		4	2	2	1					
$94,000-$94,999	1	4	3	1						
$93,000-$93,999	2	4		1	1		1	1		
$92,000-$92,999	1	12		7	1		1		1	
$91,000-$91,999		4	1	1	2			2	1	
$90,000-$90,999	2	22		4	2	1	1			
$89,000-$89,999		8	1	1			1			
$88,000-$88,999	2	8		1	2		1		1	
$87,000-$87,999	1	9		6			1			
$86,000-$86,999	5	1	1	4	1					
$85,000-$85,999	3	16	5	5	4	1		1		
$84,000-$84,999	2	6	1	2	1		1			
$83,000-$81,999		9	2	3	3	1				1
$82,000-$82,999	5	11	1	7	2		2	1	2	
$81,000-$81,999	2	12		6	1	1				
$80,000-$80,999	2	20	2	7	4	4	2	2	1	1
$79,000-$79,999		6	1	1	5	1	1			
$78,000-$78,999	1	19	2	8	6	1	2			
$77,000-$77,999	2	14	1	5	4	2	1		1	
$76,000-$76,999	3	22	2	8	3	4	3	1		1
$75,000-$75,999	4	28	1	7	2	1	1	1		
$74,000-$74,999	4	15	3	9	6		3	2	3	2
$73,000-$73,999		11	5	8	6	2	1		1	
$72,000-$72,999	4	27	5	10	8	1	3	1	1	
$71,000-$71,999	4	15		5	13	2	4		1	
$70,000-$70,999	7	46	6	16	16	5	5		2	1
$69,000-$69,999	5	22	4	15	7	1	2	1	2	1
$68,000-$68,999	4	23	2	13	19	9	5	1	2	1
$67,000-$67,999	1	34	1	12	12	9	6	1	1	2
$66,000-$66,999	1	20	4	15	13	6	4	1	2	2
$65,000-$65,999	3	36	9	17	21	9	6	4	1	5
$64,000-$64,999	3	26	7	8	16	10	3	3	1	4
$63,000-$63,999	4	36	2	25	15	9	6	2	5	2
$62,000-$62,999	2	41	4	23	19	16	13	1	1	5
$61,000-$61,999	1	20	5	22	28	8	7	1	1	2
$60,000-$60,999	8	51	12	25	29	11	15	3	5	6
$59,000-$59,999	3	27	5	21	21	11	10	3	1	4
$58,000-$58,999	3	35	5	32	23	11	2	7	2	2
$57,000-$57,999	6	36	5	32	27	18	6	2	1	6
$56,000-$56,999	5	43	4	28	30	13	8	1	2	3
$55,000-$55,999	2	43	6	28	31	22	15	1	3	6
$54,000-$54,999	1	37	4	31	31	23	8	4	3	4
$53,000-$53,999	3	33	11	29	26	28	9	5	4	6
$52,000-$52,999	1	31	9	40	34	35	18	5	6	6
$51,000-$51,999	2	23	12	35	26	33	8	6	7	2
$50,000-$50,999	4	43	14	45	38	35	12	14	5	22
$49,000-$49,999	1	37	6	34	25	22	9	7	2	10
$48,000-$48,999	1	27	7	32	32	29	17	9	5	7
$47,000-$47,999		25	5	40	36	29	18	6	1	16
$46,000-$46,999	2	24	6	33	37	30	21	14	4	22
$45,000-$45,999		22	11	41	52	40	28	18	15	13
$44,000-$44,999		10	10	45	23	40	16	13	13	18
$43,000-$43,999		13	9	44	31	32	20	15	12	11
$42,000-$42,999	2	15	6	36	42	35	32	11	3	19
$41,000-$41,999		9	7	43	50	46	26	11	3	26
$40,000-$40,999		24	6	46	47	54	24	17	10	17
$39,000-$39,999		11	6	23	33	46	12	13	10	26
$38,000-$38,999		13	9	35	32	48	26	23	8	19
$37,000-$37,999	1	9	2	33	40	43	24	11	5	18
$36,000-$36,999		7	5	33	28	37	26	19	4	14
$35,000-$35,999		9	4	38	44	43	20	21	3	19
$34,000-$34,999		6	4	21	41	39	25	25	7	26
$33,000-$33,999		2	2	24	22	46	25	9	5	30
$32,000-$32,999		3	4	18	26	36	23	25	9	29
$31,000-$31,999		9	2	15	23	36	23	15	8	21
$30,000-$30,999		3	3	20	23	47	22	30	5	18
$29,000-$29,999	1		4	11	17	25	15	18	3	25
$28,000-$28,999		3	4	13	24	29	17	24	7	11
$27,000-$27,999			1	9	10	31	11	17	4	19
$26,000-$26,999		3	1	11	19	23	10	26	1	14
$25,000-$25,999		1	2	11	25	27	16	42	3	21
$24,000-$24,999				2	11	21	9	32	2	19
$23,000-$23,999			1	6	9	8	5	25	1	5
$22,000-$22,999		4		2	5	13	10	20	1	10
$21,000-$21,999		1		1	9	14	3	19	1	18
$20,000-$20,999		1		4	6	15	7	21		11
$19,000-$19,999				3	4	7	2	21		10
$18,000-$18,999				4	4	7	4	20	2	4
$17,000-$17,999				1	2	3	4	12		8
$16,000-$16,999				2		1	3	19	2	3
$15,000-$15,999				1	2	1		6		8
$14,000-$14,999							1	7		5
$13,000-$13,999							1	6		4
$12,000-$12,999					1	2		1		1
$11,000-$11,999					1		1			1
$10,000-$10,999		1		1				1		1
less than $10,000		5	1	5	2	1	1			
N	156	1,375	311	1,392	1,407	1,358	789	329	241	675
Mean Salary	$74,135	$64,271	$56,608	$50,688	$47,463	$41,790	$43,496	$33,614	$45,866	$37,088

Distribution of Salaries
All Institutions
Page 2

SALARY	11	12	13	14	15	16	17	18	19	20
$153,000-$153,999	1									
$152,000-$152,999	1									
$142,000-$142,999	1									
$140,000-$140,999	1									
$137,000-$137,999	1									
$135,000-$135,999	1									
$133,000-$133,999	1									
$131,000-$131,999	1		1							
$120,000-$120,999	1									
$112,000-$112,999	1		1							
$110,000-$110,999	1									
$106,000-$106,999	1									
$104,000-$104,999	1									
$103,000-$103,999	1							1		
$100,000-$100,999	2									
$99,000-$99,999	1								1	
$98,000-$98,999	1	1								
$97,000-$97,999	1						1			
$93,000-$93,999	1									
$92,000-$92,999	1		1							
$91,000-$91,999	1									
$90,000-$90,999	3									
$89,000-$89,999	2		1							
$88,000-$88,999	2		1							
$87,000-$87,999	2		1				1			
$85,000-$85,999	2									
$84,000-$84,999	2						1	1	1	
$83,000-$83,999	1	1	1				1			
$81,000-$81,999	1						2			
$80,000-$80,999	1		1				3			1
$79,000-$79,999	1									
$78,000-$78,999	1	1	2				1	2		
$77,000-$77,999	1		1						1	
$76,000-$76,999	1									
$75,000-$75,999	1		1					2	1	1
$74,000-$74,999	1		3				2			
$73,000-$73,999			1							
$72,000-$72,999							1	2		
$71,000-$71,999		1	1				1			
$70,000-$70,999		1	1				1	2	1	
$69,000-$69,999	3			1			3			1
$68,000-$68,999	1		4				1	1	1	
$67,000-$67,999	1	1	2			1	4	1		
$66,000-$66,999	1	6					3	4		
$65,000-$65,999	3	1					6	3	1	1
$64,000-$64,999	1		1			2	3	2	1	
$63,000-$63,999	1	3	2	1		1	7	2	2	
$62,000-$62,999		1	4	1		1	5	1	3	1
$61,000-$61,999		1	2			1	6	2	2	1
$60,000-$60,999		5	3				5	3	2	2
$59,000-$59,999		2	5	2		2	2	7	4	1
$58,000-$58,999		1	5	3		1	11	6	1	
$57,000-$57,999	1	5	4			1	9	6	1	6
$56,000-$56,999		4	2			1	7	7		7
$55,000-$55,999	1	5	2	1	1		9	5	7	4
$54,000-$54,999	1	7	3	4		2	12	8	2	5
$53,000-$53,999	1	5	6	6		3	9	6	2	3
$52,000-$52,999	2	10	5	4		6	15	6	4	1
$51,000-$51,999		6	6	3		1	13	6	1	4
$50,000-$50,999	2	4	7	5		6	21	24	4	4
$49,000-$49,999	1	6	8	4		6	5	21	4	3
$48,000-$48,999	1	14	4	6		11	16	22	7	5
$47,000-$47,999		9	5	12		6	22	13	5	4
$46,000-$46,999		9	5	9		10	16	17	5	6
$45,000-$45,999		22	5	13		8	29	19	11	5
$44,000-$44,999	2	9	3	21	1	13	25	19	10	8
$43,000-$43,999	5	20	6	14	1	9	21	24	10	6
$42,000-$42,999	1	15	2	18	1	10	22	23	9	6
$41,000-$41,999	1	12	5	22		9	22	23	3	11
$40,000-$40,999	1	9	3	28		17	21	27	6	10
$39,000-$39,999	3	14	2	34	1	14	26	27	5	9
$38,000-$38,999		14	5	28		14	23	33	10	12
$37,000-$37,999	2	20	8	41	1	18	37	32	14	10
$36,000-$36,999	2	16	5	32	3	20	27	24	5	11
$35,000-$35,999	1	16	5	40	2	16	44	30	9	13
$34,000-$34,999	1	15	3	30	3	20	49	33	11	8
$33,000-$33,999	3	21	4	38		22	42	33	11	12
$32,000-$32,999		18	3	32	6	19	35	33	11	15
$31,000-$31,999	3	10	2	52	2	16	34	31	11	11
$30,000-$30,999	2	15		39	5	23	44	43	7	12
$29,000-$29,999	2	12		42	4	24	30	20	8	7
$28,000-$28,999	1	6	2	46	4	22	33	19	16	10
$27,000-$27,999		7	2	42	2	19	45	41	8	5
$26,000-$26,999	1	6		44	5	19	39	21	14	10
$25,000-$25,999		8	5	50	5	26	42	20	11	12
$24,000-$24,999		8	1	47	5	20	40	20	6	5
$23,000-$23,999		2	3	34	2	26	35	15	5	3
$22,000-$22,999		3		38	5	19	30	18	10	10
$21,000-$21,999		1	2	38	5	16	26	12	9	3
$20,000-$20,999		2		36	4	10	31	11	3	9
$19,000-$19,999				38	2	16	29	9	4	5
$18,000-$18,999		3	1	32	4	10	25	14	3	5
$17,000-$17,999		1		20	2	9	14	5	1	1
$16,000-$16,999	1		1	24	3	11	7	5	1	3
$15,000-$15,999	1	1		22	4	5	5		2	4
$14,000-$14,999	1	1		15	1	6	1	3	1	3
$13,000-$13,999		1	1	10			2			3
$12,000-$12,999				5	1	3	2	1		
$11,000-$11,999			1	4	1					2
$10,000-$10,999				1		2	1		1	2
less than $10,000	1			6	2	1	1			2
N	102	420	190	1,138	88	574	1,172	881	310	326
Mean Salary	$69,604	$40,522	$49,773	$30,043	$25,844	$32,179	$39,758	$37,368	$37,089	$35,549

Distribution of Salaries
All Institutions
Page 3

SALARY	21	22	23	24	25	26	27	28	29	30
$130,000-$130,999		1								
$106,000-$106,999		1								
$96,000-$96,999							1			
$90,000-$90,999							1			
$88,000-$88,999				1						1
$83,000-$83,999								1		
$82,000-$82,999				1						
$79,000-$79,999							1			
$78,000-$78,999				1			1			
$77,000-$77,999							1			
$76,000-$76,999				1			1			
$75,000-$75,999			1	1						
$74,000-$74,999		2					1			
$73,000-$73,999							1			
$72,000-$72,999						1	1			
$71,000-$71,999				1				1		
$69,000-$69,999							2			
$68,000-$68,999							2			
$67,000-$67,999		1		2						
$66,000-$66,999						1	2	1		
$65,000-$65,999		1		3			6		1	
$64,000-$64,999			2				1			
$63,000-$63,999				2			4	1	1	
$62,000-$62,999	1	2		8	1		1	1		1
$61,000-$61,999		1	1		2		3	1	2	
$60,000-$60,999	1	2		3			5		1	
$59,000-$59,999	1	2	1	4	1		4		1	
$58,000-$58,999	2			4				2	1	
$57,000-$57,999	1		1	5			5	2	1	
$56,000-$56,999	1	1		4	2		5	1	2	
$55,000-$55,999	4	2	1	3	4		5		2	
$54,000-$54,999	2	3		2	2	2	5	1		1
$53,000-$53,999	2	3	2	2	2		6	1	1	
$52,000-$52,999	1	3	1	4	3	1	10	1	1	
$51,000-$51,999		1	3	5	4		14	3	6	
$50,000-$50,999	1	8	4	13	4		12	1	3	1
$49,000-$49,999	2	4	1	9	2		6	1	1	1
$48,000-$48,999	2	6	7	12	3	2	10	4	5	2
$47,000-$47,999	2	17	1	11	3	2	13	4	3	4
$46,000-$46,999	8	8	2	6	5		15	11	8	1
$45,000-$45,999	3	9	2	6	8	1	22	5	7	2
$44,000-$44,999	10	14	2	16	11	1	26	10	4	7
$43,000-$43,999	7	9	5	13	9	1	29	6	8	5
$42,000-$42,999	7	23	6	10	6	1	25	7	9	3
$41,000-$41,999	10	12	2	7	10	3	32	11	7	2
$40,000-$40,999	8	15	13	18	11	4	27	9	9	7
$39,000-$39,999	15	15	6	12	11	3	28	15	1	5
$38,000-$38,999	18	15	5	9	9	3	29	10	14	6
$37,000-$37,999	7	18	9	12	11	6	34	16	12	11
$36,000-$36,999	12	17	12	15	15	8	22	18	20	10
$35,000-$35,999	15	17	14	10	17	4	21	22	17	14
$34,000-$34,999	8	15	11	12	17	7	26	25	6	4
$33,000-$33,999	10	25	6	12	8	5	26	18	20	9
$32,000-$32,999	14	29	10	15	16	10	25	17	13	21
$31,000-$31,999	19	16	12	13	11	9	38	8	10	3
$30,000-$30,999	22	18	21	14	15	10	28	19	13	10
$29,000-$29,999	18	13	4	10	12	13	15	23	12	12
$28,000-$28,999	17	21	9	10	15	10	27	18	22	10
$27,000-$27,999	13	17	7	15	13	10	20	23	10	13
$26,000-$26,999	16	14	7	7	9	14	31	15	9	12
$25,000-$25,999	17	10	9	13	9	13	26	28	6	18
$24,000-$24,999	28	17	7	18	3	15	29	21	11	16
$23,000-$23,999	19	15	6	10	5	18	13	23	7	21
$22,000-$22,999	21	11	9	6	3	11	11	23	3	10
$21,000-$21,999	22	9	5	10	1	7	19	14	9	17
$20,000-$20,999	15	11	6	6	5	15	13	16	5	8
$19,000-$19,999	18	5	6	2	2	6	8	14	3	14
$18,000-$18,999	27	9	4	9	4	9	7	16	2	15
$17,000-$17,999	9	5	3	1		13	7	13	3	10
$16,000-$16,999	16	1	1	1		12	8	9	1	10
$15,000-$15,999	11	2	1	2	2	5	3	10	1	8
$14,000-$14,999	9	5	2	1	1	10	5	7	1	5
$13,000-$13,999	5		2	2	1	5	1	4	1	3
$12,000-$12,999	2	3		2		3	2	5	1	1
$11,000-$11,999	1					3		2	2	2
$10,000-$10,999	2		1	1		2		3	1	3
less than $10,000	1	1	1		1	16		1		4
N	503	505	254	428	309	295	828	542	320	343
Mean Salary	$29,222	$34,902	$33,159	$37,886	$35,623	$25,370	$36,713	$30,246	$34,425	$27,969

Distribution of Salaries
All Institutions
Page 4

SALARY	31	32	33	34	35	36	37	38	39	40
$90,000-$90,999							1			
$88,000-$88,999		1								
$80,000-$80,999		2								
$79,000-$79,999		1								
$78,000-$78,999										1
$76,000-$76,999		2								
$75,000-$75,999							1			
$74,000-$74,999									1	
$73,000-$73,999		1					1	1		
$71,000-$71,999							2			
$70,000-$70,999							1			
$69,000-$69,999		1								
$68,000-$68,999		1							2	
$67,000-$67,999		3					1			
$66,000-$66,999		3		1			1		1	
$65,000-$65,999	1	2				1			1	
$64,000-$64,999		3	1				1			
$63,000-$63,999		3					1		1	1
$62,000-$62,999		1				1				2
$61,000-$61,999	1	6								
$60,000-$60,999		2					3	1		
$59,000-$59,999		10	1		1		2			1
$58,000-$58,999	2	5		1			2		2	4
$57,000-$57,999		10	1			1		1	1	
$56,000-$56,999		6		1		1	4	1	3	2
$55,000-$55,999		10	1	2		5	3		6	4
$54,000-$54,999	5	6	2	3		2	5	1	1	3
$53,000-$53,999	1	10	2	1		1	5	1	3	1
$52,000-$52,999	1	9	1		1	3	2	2	5	8
$51,000-$51,999		11	3	3		2	4		2	5
$50,000-$50,999		20	2	7	2	5	10	1	8	4
$49,000-$49,999	3	13	3	6	1	1	4	2	6	8
$48,000-$48,999	1	18	4	2	1	7	3		3	8
$47,000-$47,999	2	11	4	6	1	3	5		4	10
$46,000-$46,999	6	19	4	8	4	5	7	1	7	16
$45,000-$45,999	4	26	6	6	3	9	9		6	18
$44,000-$44,999	8	34	7	5	3	9	6	2	8	17
$43,000-$43,999	3	27	6	9	4	6	8		13	9
$42,000-$42,999	7	36	12	6	5	9	8	1	4	19
$41,000-$41,999	5	34	10	9	6	9	8	2	11	20
$40,000-$40,999	11	37	13	7	5	12	10	2	20	31
$39,000-$39,999	10	36	15	17	5	12	5	2	12	33
$38,000-$38,999	9	36	7	16	9	15	10	1	11	20
$37,000-$37,999	12	38	18	19	10	15	13	5	8	34
$36,000-$36,999	6	30	12	27	6	19	5	4	11	26
$35,000-$35,999	15	47	15	26	7	17	2	6	11	37
$34,000-$34,999	10	35	15	24	14	22	3	6	7	53
$33,000-$33,999	11	36	19	25	18	17	6	8	14	41
$32,000-$32,999	18	40	21	24	21	29	5	7	12	38
$31,000-$31,999	15	38	21	17	25	16	5	8	8	46
$30,000-$30,999	12	56	17	42	27	27	2	10	7	51
$29,000-$29,999	22	42	26	25	21	33	6	8	8	29
$28,000-$28,999	13	33	32	33	18	25	5	12	9	43
$27,000-$27,999	19	41	36	26	28	36	3	12	12	35
$26,000-$26,999	13	40	24	36	27	35	2	11	12	42
$25,000-$25,999	12	33	38	27	26	51	1	21	13	40
$24,000-$24,999	13	30	28	40	26	35	2	13	13	29
$23,000-$23,999	13	36	28	30	40	37	4	13	4	33
$22,000-$22,999	9	36	30	31	45	25	4	14	5	32
$21,000-$21,999	15	32	38	25	41	30	4	19	9	25
$20,000-$20,999	9	25	30	24	44	29		15	4	18
$19,000-$19,999	17	16	31	14	38	31		15	4	12
$18,000-$18,999	9	22	38	22	48	25	2	16	3	13
$17,000-$17,999	14	14	33	22	39	26	1	10	3	10
$16,000-$16,999	8	12	25	16	54	31		9		13
$15,000-$15,999	4	7	18	16	44	18	2	9	1	4
$14,000-$14,999	5	8	18	15	43	14		3	1	4
$13,000-$13,999	5	2	18	5	36	22		5		4
$12,000-$12,999		4	11	6	36	15	1	4		4
$11,000-$11,999	1	1	4	5	19	4				2
$10,000-$10,999			2	2	26	5		3	1	4
less than $10,000	5		8	7	21	5		2	1	1
N	385	1,210	759	747	899	813	211	290	323	968
Mean Salary	$29,908	$35,092	$26,763	$28,803	$22,372	$27,438	$41,567	$25,857	$36,205	$32,274

Distribution of Salaries
All Institutions
Page 5

SALARY	41	42	43	44	45	46	47	48	49	50
$111,000-$111,999										1
$107,000-$107,999										1
$97,000-$97,999							1			
$90,000-$90,999							1			1
$89,000-$89,999					1		2			1
$88,000-$88,999							2			
$85,000-$85,999							1			
$84,000-$84,999							1			
$83,000-$83,999							2			
$82,000-$82,999										2
$81,000-$81,999							2			
$80,000-$80,999							2			2
$79,000-$79,999							5			1
$78,000-$78,999							5			
$77,000-$77,999							3			2
$76,000-$76,999		1					1			
$75,000-$75,999							5			1
$74,000-$74,999							3			4
$73,000-$73,999		1					2			
$72,000-$72,999							4			2
$71,000-$71,999							6			
$70,000-$70,999							3			5
$69,000-$69,999							2			3
$68,000-$68,999							11			1
$67,000-$67,999							5			11
$66,000-$66,999							5			3
$65,000-$65,999						1	7			1
$64,000-$64,999						1	5			5
$63,000-$63,999	1	3					4			1
$62,000-$62,999							9			3
$61,000-$61,999		1			2		5	1		4
$60,000-$60,999		4	1		1		8			14
$59,000-$59,999		1					8			5
$58,000-$58,999				1	1		12			3
$57,000-$57,999		2			1		8		4	4
$56,000-$56,999	2	2					4			6
$55,000-$55,999		5	2	1	5		10			11
$54,000-$54,999			3	1	3	1	8		1	4
$53,000-$53,999		1	1		5	2	7		1	7
$52,000-$52,999		2			5		7	2		5
$51,000-$51,999		2	5		2	2	5		4	8
$50,000-$50,999		3	7	1	3		4		1	13
$49,000-$49,999		3		3	6	4	4		1	12
$48,000-$48,999	1	3	3	1	5	2	5		2	10
$47,000-$47,999		2	5	3	9	1	4	1	5	16
$46,000-$46,999	1	1	11	5	14	6	3	1	2	14
$45,000-$45,999	3	2	12	6	14	5	7		4	29
$44,000-$44,999	3	4	14	4	22	5	2	1	4	15
$43,000-$43,999	1	3	6	7	8	3			8	26
$42,000-$42,999	5	2	16	7	19	7	6	1	6	25
$41,000-$41,999		2	17	14	21	4	1	1	5	24
$40,000-$40,999	4	3	20	13	25	5	3	2	14	27
$39,000-$39,999	1		21	20	24	6	2	2	11	25
$38,000-$38,999	4	4	24	15	31	13		2	7	33
$37,000-$37,999	7	2	38	19	26	10	3	2	7	23
$36,000-$36,999	8	5	39	25	30	14	2	3	13	22
$35,000-$35,999	5	7	38	21	36	15	3	3	17	30
$34,000-$34,999	4	2	36	23	41	16	1	1	18	27
$33,000-$33,999	4	3	38	29	24	13	1	2	11	32
$32,000-$32,999	9	4	49	35	37	14	3	11	14	40
$31,000-$31,999	7	4	51	37	38	16	3	7	15	20
$30,000-$30,999	7	5	58	42	35	15	1	11	16	33
$29,000-$29,999	7	5	54	28	36	13	1	15	22	26
$28,000-$28,999	11	9	56	44	41	17	1	16	18	23
$27,000-$27,999	10	4	71	36	29	19	3	24	17	13
$26,000-$26,999	13	2	57	44	31	11	4	24	25	27
$25,000-$25,999	13	4	64	38	21	13	3	32	30	16
$24,000-$24,999	17	5	56	47	25	11	5	23	19	19
$23,000-$23,999	5	5	39	43	18	12	2	20	24	12
$22,000-$22,999	15	1	37	36	20	12	2	35	29	20
$21,000-$21,999	8	2	57	39	27	18	3	30	17	12
$20,000-$20,999	10	2	50	40	21	15	2	35	24	12
$19,000-$19,999	4	2	56	33	20	6	2	36	23	10
$18,000-$18,999	11	5	44	34	17	7	2	34	34	7
$17,000-$17,999	11	3	28	25	14	5	2	25	22	9
$16,000-$16,999	2	1	31	27	8	6	1	20	22	6
$15,000-$15,999	2	1	27	10	11	1	3	24	25	4
$14,000-$14,999	1		15	10	6	1	2	23	25	4
$13,000-$13,999	2		13	7	3	2	3	13	20	1
$12,000-$12,999	2	1	7	5	5	4		10	13	4
$11,000-$11,999	1		5	1	2	1		8	8	1
$10,000-$10,999			4	1	2	2		6	4	2
less than $10,000	4	1	4	2		1		16	3	5
N	226	142	1,290	883	851	358	280	523	615	851
Mean Salary	$27,564	$36,780	$28,245	$27,675	$32,179	$30,459	$53,977	$21,963	$25,967	$38,064

Distribution of Salaries
All Institutions
Page 6

SALARY	51	52	53	54	55	56	57	58	59	60
$140,000-$140,999							1			
$119,000-$119,999							1			
$114,000-$114,999							1			
$104,000-$104,999							1			
$102,000-$102,999						1				
$101,000-$101,999							2			
$100,000-$100,999							2			
$99,000-$99,999							2			
$98,000-$98,999							1			
$94,000-$94,999							1			
$91,000-$91,999							1			
$89,000-$89,999	1									
$86,000-$86,999	1									
$85,000-$85,999							2			1
$84,000-$84,999										1
$83,000-$83,999							3			1
$81,000-$81,999							3			
$80,000-$80,999							2			
$77,000-$77,999				1			1			
$76,000-$76,999							1			2
$74,000-$74,999										3
$73,000-$73,999				1	1					1
$72,000-$72,999				1			2			
$71,000-$71,999	1									
$70,000-$70,999							1			2
$69,000-$69,999							1			
$67,000-$67,999							1			1
$66,000-$66,999	1				1					
$65,000-$65,999		1								2
$64,000-$64,999				1		1	1			
$63,000-$63,999				1		1				1
$62,000-$62,999						1				1
$61,000-$61,999	1			2		1	1		2	
$60,000-$60,999	1	1		1						
$59,000-$59,999	1				1	1				1
$58,000-$58,999	1				1	3	2	1		3
$57,000-$57,999					1	2	1			3
$56,000-$56,999				1	1	1		1		
$55,000-$55,999	1	1	1	1	2	1	1	1	1	5
$54,000-$54,999	1	1		1	2	2	1		1	1
$53,000-$53,999			1	2		5			1	1
$52,000-$52,999					3					4
$51,000-$51,999	1	2	2	4	1	2		2		3
$50,000-$50,999	1	1	1	4	2	3		2		4
$49,000-$49,999	1	1		2	3	4	1	1	1	3
$48,000-$48,999		3	2	9	5	3		2	2	1
$47,000-$47,999	3	2	1	6	1	2		3	2	
$46,000-$46,999	1	1		7	1	2		3	1	6
$45,000-$45,999	3			5	6	3		2	5	5
$44,000-$44,999	3	4	2	2	4	3		6	1	4
$43,000-$43,999	2	2	1	8	3	7		2	4	1
$42,000-$42,999	3	2	1	12	5	3	1	2	5	4
$41,000-$41,999	2	4	2	7	3	10			3	
$40,000-$40,999	3	7	3	7	5	7		6	3	1
$39,000-$39,999	4	4	4	11	6	15		4	2	2
$38,000-$38,999	1	4	7	6	10	8		5	4	4
$37,000-$37,999	3	6	10	12	12	5		5	2	4
$36,000-$36,999	6	3	8	12	13	5		4	1	1
$35,000-$35,999	2	4	11	15	14	15		8	4	2
$34,000-$34,999	2	8	14	15	11	11		8	3	1
$33,000-$33,999	4	8	12	21	11	12	1	11	5	1
$32,000-$32,999	4	3	14	22	14	13		14	2	1
$31,000-$31,999	2	10	8	15	11	8		11	2	
$30,000-$30,999	4	7	13	22	15	13	1	12	2	1
$29,000-$29,999	1	8	16	20	16	11		18	6	
$28,000-$28,999	5	5	10	30	16	7	1	17	4	2
$27,000-$27,999	2	6	12	37	17	13		19	9	2
$26,000-$26,999	4	9	17	27	19	9		14	6	2
$25,000-$25,999		10	19	32	19	11		22	1	
$24,000-$24,999		8	12	26	12	9		16	3	
$23,000-$23,999		6	17	20	17	6		18	2	1
$22,000-$22,999	1	10	17	32	15	8		14		
$21,000-$21,999	1	4	15	33	13	4	1	19	2	
$20,000-$20,999		4	13	33	19	5		13	1	2
$19,000-$19,999	2	4	16	31	20	2		9		
$18,000-$18,999		5	19	40	16	4	1	8		
$17,000-$17,999		1	14	31	9	7		11	1	
$16,000-$16,999		3	16	21	10	2		9		1
$15,000-$15,999		2	14	20	6	3		5		
$14,000-$14,999			9	12	6			5		
$13,000-$13,999		1	5	10	7	1		1		1
$12,000-$12,999			5	5	2	2		1		
$11,000-$11,999			2	4				1		
$10,000-$10,999			4	1		1				
less than $10,000	1	1	3	5						
N	82	176	373	708	408	279	44	336	94	95
Mean Salary	$39,338	$31,051	$25,897	$27,522	$29,211	$34,059	$75,710	$28,151	$35,544	$48,136

Distribution of Salaries
All Institutions
Page 7

SALARY	61	62	63	64	65	66	67	68	69	70
$110,000-$110,999	1									
$102,000-$102,999					1					
$100,000-$100,999	1									1
$99,000-$99,999	1									
$98,000-$98,999									1	
$97,000-$97,999										1
$96,000-$96,999	1									
$95,000-$95,999	1									
$92,000-$92,999										1
$90,000-$90,999	1		1					1		
$89,000-$89,999							1			
$88,000-$88,999										1
$87,000-$87,999										2
$86,000-$86,999							1	1		
$85,000-$85,999	1									1
$84,000-$84,999										3
$83,000-$83,999										2
$82,000-$82,999										2
$81,000-$81,999	1							1		4
$80,000-$80,999							1	4	1	2
$79,000-$79,999	1							1	1	2
$78,000-$78,999										1
$77,000-$77,999	2							1		2
$76,000-$76,999	2						1	1		3
$75,000-$75,999							1	1		
$74,000-$74,999	3							2		4
$73,000-$73,999					1			2	1	2
$72,000-$72,999	2						1		1	2
$71,000-$71,999							3	2		2
$70,000-$70,999	2	1					1	4		4
$69,000-$69,999	2		1				5	1		4
$68,000-$68,999	3						1	2		5
$67,000-$67,999	1				1		2	3	1	5
$66,000-$66,999	3						1	2		7
$65,000-$65,999	3		1				4	2		5
$64,000-$64,999	3		1				1	2	2	6
$63,000-$63,999	4			1			3			3
$62,000-$62,999							1	2	3	11
$61,000-$61,999	5	1	3				3	4	2	7
$60,000-$60,999	4	1	3	2			4		2	18
$59,000-$59,999	4		1	1			1	3	2	5
$58,000-$58,999	1		1		1		5	5	1	11
$57,000-$57,999	4			2		1	1	3	2	4
$56,000-$56,999	3				1	2	2		1	9
$55,000-$55,999	5	3	2	1	2	1	3	1	5	13
$54,000-$54,999	1					1	1	3	2	14
$53,000-$53,999	3	4	2		1	2	2	1	3	12
$52,000-$52,999	3	1	1	2	4	4		2	5	12
$51,000-$51,999	4	1	1	2	1	3	2			9
$50,000-$50,999	6	4	3			1	3	3	3	15
$49,000-$49,999	5	1	3		2	4	1	2	2	11
$48,000-$48,999	10	1	4	2	2	2	2	2	3	12
$47,000-$47,999	6	3	3	3		4	2		8	15
$46,000-$46,999	4	2	3		2	4	1	3	3	10
$45,000-$45,999	5	4	3	2	5	9		2	4	7
$44,000-$44,999	4	1	3	2	2	6	1	1	3	12
$43,000-$43,999	5	8		3	3	6	1	1	2	9
$42,000-$42,999	2	3		2	1	4	1	2	2	11
$41,000-$41,999	4	5	5	3	4	11			1	6
$40,000-$40,999	8	7	3	3	1	13		2	4	11
$39,000-$39,999	3	1	3	1	1	7		1	5	12
$38,000-$38,999	6	6	6	1	6	12		1	5	4
$37,000-$37,999	6	10	5	3	6	12		2	3	11
$36,000-$36,999	2	7	7	1	2	8		1	3	9
$35,000-$35,999	2	7	10	1	4	6	1	1	1	5
$34,000-$34,999	5	14	2	1	3	6			5	6
$33,000-$33,999	3	8	3		2	12			2	4
$32,000-$32,999	4	6	8		2	6		1	1	2
$31,000-$31,999	5	8	7		7	9				5
$30,000-$30,999	7	11	5	1	4	8			2	5
$29,000-$29,999	5	6	2	2	2	8				
$28,000-$28,999	5	14	7	1	1	4		1	2	4
$27,000-$27,999	2	10	6	2	2	5		1		3
$26,000-$26,999	2	7	3		4	6		1	1	4
$25,000-$25,999	5	14	5		4	9			1	3
$24,000-$24,999	4	7	2		2	3				2
$23,000-$23,999	1	10	1	1	3	6				1
$22,000-$22,999	2	5	2		4	4				
$21,000-$21,999		6	2		1	2				
$20,000-$20,999	1	5	3		1	1				
$19,000-$19,999		12	5	1		2				
$18,000-$18,999	2	3			3	2				
$17,000-$17,999	2	4			1	1				
$16,000-$16,999		3		1		2		1		
$15,000-$15,999		2	1		1					
$14,000-$14,999		2	1							
$13,000-$13,999		4	2			2				
$12,000-$12,999		1				1				
less than $10,000			2	1		1				
N	209	244	148	49	101	223	65	86	104	401
Mean Salary	$47,693	$31,742	$36,575	$41,543	$37,001	$35,865	$60,548	$58,011	$48,411	$52,145

Distribution of Salaries
All Institutions
Page 8

SALARY	71	72	73	74	75	76	77	78	79	80
$138,000-$138,999				1						
$125,000-$125,999						1				
$123,000-$123,999	1									
$120,000-$120,999										1
$117,000-$117,999						1				
$116,000-$116,999				1						
$115,000-$115,999						1				
$114,000-$114,999	2									
$109,000-$109,999				1						
$106,000-$106,999	1									1
$105,000-$105,999	1									
$103,000-$103,999				1						
$101,000-$101,999		1		1						
$100,000-$100,999	1			2		2				1
$99,000-$99,999				1						
$98,000-$98,999				3						
$97,000-$97,999	2				1					1
$96,000-$96,999						2				
$95,000-$95,999	1			1						
$94,000-$94,999						1				
$93,000-$93,999						1				2
$92,000-$92,999	1									1
$91,000-$91,999						1				
$90,000-$90,999		1		1	1	2				
$89,000-$89,999				1	1					
$88,000-$88,999	2					3				
$87,000-$87,999	1		1	1	1				1	1
$86,000-$86,999	1					1				3
$85,000-$85,999	2			3		1				3
$84,000-$84,999	1			3		2				1
$83,000-$83,999	1					2			1	
$82,000-$82,999	1			2		3				2
$81,000-$81,999	4		2	3		2			1	
$80,000-$80,999	4	1	1	2	1	6	1		1	2
$79,000-$79,999	3			2	1	3				
$78,000-$78,999	6		1	1	1	6				4
$77,000-$77,999	5	1		2	1	4				3
$76,000-$76,999	2			2	1	3		1	2	2
$75,000-$75,999	3			3	5	1		1	1	2
$74,000-$74,999	7			3	4	5				1
$73,000-$73,999	5	1	2		1	2	1	3		3
$72,000-$72,999	4			1	1	7				3
$71,000-$71,999	5		1		2	4				1
$70,000-$70,999	7				4	6			2	4
$69,000-$69,999	1		2	1	1			2	1	1
$68,000-$68,999	6		1	1	4	7	1	1	2	4
$67,000-$67,999	7	1	1	2	2	11			2	9
$66,000-$66,999	11	1	1		5	5		2	1	3
$65,000-$65,999	5	1	4		4	5	1	3	2	4
$64,000-$64,999	11	1	1		3	4		2		6
$63,000-$63,999	5	2	1		9	2	1	2		9
$62,000-$62,999	2	2	2		8	7		1	2	5
$61,000-$61,999	9		5		6	7			2	5
$60,000-$60,999	13		4		14	4		1	6	10
$59,000-$59,999	11		4		10	5	1	1	3	12
$58,000-$58,999	15	2	7	1	10	5			4	6
$57,000-$57,999	10	3	7		13	3		3	1	5
$56,000-$56,999	12	1	10		14	4		4	7	8
$55,000-$55,999	21	1	3		7	8		2	3	13
$54,000-$54,999	14		9		10	6		1	8	10
$53,000-$53,999	20	3	9		14	5		1	5	15
$52,000-$52,999	17	2	10		7	7		1	4	8
$51,000-$51,999	16	1	9		16	6		1	6	7
$50,000-$50,999	13	3	16		13	3		3	4	13
$49,000-$49,999	14	1	9	1	11	4	1		7	9
$48,000-$48,999	20	3	15		16	2	1	2	5	9
$47,000-$47,999	11	3	13	1	15	2		2	10	17
$46,000-$46,999	20	2	10		12	3		3	9	6
$45,000-$45,999	14	4	21		7	3		1	2	16
$44,000-$44,999	16	2	28		19	2	1	2	4	7
$43,000-$43,999	12	3	20	1	11	1	1	3	4	9
$42,000-$42,999	18	4	17		16	4		1	5	8
$41,000-$41,999	15	2	17		4	3	1	3	6	4
$40,000-$40,999	19	2	17		11	4	1	3	6	7
$39,000-$39,999	8	3	20		4	4			2	6
$38,000-$38,999	22	3	13	2	7	4		4	4	7
$37,000-$37,999	17	1	19		11	4	1	3	7	4
$36,000-$36,999	10	6	18		10	5	1	1	4	5
$35,000-$35,999	14	3	28		4	5	1	2	5	4
$34,000-$34,999	13	2	25		9	1		6	1	3
$33,000-$33,999	15	5	15		6	3			4	2
$32,000-$32,999	12	1	19		6	2		1	3	4
$31,000-$31,999	12	4	15		4	4		2	1	2
$30,000-$30,999	4	2	17		6	2	1	1	7	5
$29,000-$29,999	11	1	9		4	1		2	5	2
$28,000-$28,999	7		8		5		2	2	4	2
$27,000-$27,999	6		16		1		1		1	1
$26,000-$26,999	3	1	20		5				3	3
$25,000-$25,999	7		11	1	5	2	1	2		2
$24,000-$24,999	5		12		4			1	1	
$23,000-$23,999	4		12		6				1	2
$22,000-$22,999	2	2	2		2	1				
$21,000-$21,999	1		5		2	1	1	1		
$20,000-$20,999	1		1		1			1	3	
$19,000-$19,999	2		5					1		
$18,000-$18,999	1		2		3					1
$17,000-$17,999			3							
$16,000-$16,999	1		1		1					
$14,000-$14,999			2						1	
$13,000-$13,999			1							
$12,000-$12,999										1
$11,000-$11,999	1									
$10,000-$10,999						1				
N	641	89	580	53	424	245	21	86	187	343
Mean Salary	$50,220	$46,389	$40,267	$80,087	$48,653	$60,141	$45,163	$47,230	$46,779	$53,518

Distribution of Salaries
All Institutions
Page 9

SALARY	81	82	83	84	85	86	87	88	89	90
$155,000-$155,999								1		
$147,000-$147,999								1		
$145,000-$145,999								1		
$141,000-$141,999								2		
$140,000-$140,999								1		
$135,000-$135,999								1		
$134,000-$134,999								2		
$132,000-$132,999								1		
$130,000-$130,999								1		
$128,000-$128,999								1		
$127,000-$127,999					1			1		
$126,000-$126,999								1		
$125,000-$125,999								3		
$121,000-$121,999								1	1	
$120,000-$120,999	1									
$118,000-$118,999								1		
$117,000-$117,999								1		
$116,000-$116,999					1					
$115,000-$115,999					1					
$114,000-$114,999					1		1			
$113,000-$113,999					1			1		
$112,000-$112,999					1			1		
$110,000-$110,999					2					
$109,000-$109,999								1		
$108,000-$108,999					2					
$106,000-$106,999					1			2		
$105,000-$105,999								1		
$104,000-$104,999								2		
$103,000-$103,999								3		
$102,000-$102,999								1		
$101,000-$101,999								1		
$100,000-$100,999					2			1		
$99,000-$99,999								2		
$98,000-$98,999								3		
$97,000-$97,999			1		1					
$96,000-$96,999					3			3		
$95,000-$95,999					2			2		
$94,000-$94,999					1			2		
$92,000-$92,999					1			2		
$90,000-$90,999					4			4		1
$89,000-$89,999								2		
$88,000-$88,999					6			1		
$87,000-$87,999					4			2		
$86,000-$86,999			1		1		1			2
$85,000-$85,999					4			2		
$84,000-$84,999					2			1		
$83,000-$83,999					4			2	1	
$82,000-$82,999					2					
$81,000-$81,999					1			2		
$80,000-$80,999	1	1	1		7				2	
$79,000-$79,999	1				1			1	1	1
$78,000-$78,999	1				6					
$77,000-$77,999	1				6		2			2
$76,000-$76,999	1		1		4				1	1
$75,000-$75,999	2	1	1		4			2	1	
$74,000-$74,999		1			7			1		1
$73,000-$73,999	1				4	2				2
$72,000-$72,999	2	1			3			1		2
$71,000-$71,999	1		1		1					2
$70,000-$70,999		1	2		4				1	1
$69,000-$69,999		3			2	1		1		1
$68,000-$68,999	2				4		1		1	4
$67,000-$67,999	1	3	1		1				1	1
$66,000-$66,999	2	1	1		1	1		1	2	5
$65,000-$65,999	1				1				1	1
$64,000-$64,999	2	1	1		4	1			1	4
$63,000-$63,999	1	1	1		2	1			2	3
$62,000-$62,999	4	1	2		2				2	5
$61,000-$61,999	2	1	1	1					1	3
$60,000-$60,999	4	2	1		2	1				2
$59,000-$59,999	3	1	2		1	1	3		3	6
$58,000-$58,999	3	3	1				2			6
$57,000-$57,999	2	2	5	2		2			1	3
$56,000-$56,999	1	1	2	1			1		3	12
$55,000-$55,999	5	1	4			3	3		2	8
$54,000-$54,999	5	4	2		1	2	1		2	4
$53,000-$53,999	4	1	5			3			2	4
$52,000-$52,999	4	1	6			2				2
$51,000-$51,999	8	1	3	2		1	2			7
$50,000-$50,999	9	2	6	1		7	2	1		4
$49,000-$49,999	6	1	4	2		3			3	9
$48,000-$48,999	6	1	4	3		5	2		1	10
$47,000-$47,999	5	1	5	4		3	1		2	8
$46,000-$46,999	7	1	6			2	4			5
$45,000-$45,999	3	2	5	1		3	5		4	9
$44,000-$44,999	2		5	5	1	1	3		4	7
$43,000-$43,999	5	3	4		1	1	3		1	8
$42,000-$42,999	7	2	8			2	3		4	7
$41,000-$41,999	8	1	3	3	1	1	1	1	1	5
$40,000-$40,999	6	1	2	2		1	6		1	15
$39,000-$39,999	7	1	9	4		5	2		2	7
$38,000-$38,999	5	1	4	1			5		1	11
$37,000-$37,999	2	1	7	2		1	3		2	14
$36,000-$36,999	7	1	7		1		7		2	6
$35,000-$35,999	6	1	8	2			7		3	9
$34,000-$34,999	6	1	10	3			3		1	13
$33,000-$33,999	10	2	6	5		3	3			12
$32,000-$32,999	7	1	7			1	8		1	10
$31,000-$31,999	3		6	1	1		2		1	6
$30,000-$30,999	3		10	3		2	1		4	9
$29,000-$29,999	5	2	6	1	1	1	2		1	7
$28,000-$28,999	4		1	1		2	3		1	5
$27,000-$27,999	1	3	1	3						4
$26,000-$26,999	1	2	5	1			1		1	3
$25,000-$25,999	1		7	2		1				6
$24,000-$24,999	1		1				2		3	5
$23,000-$23,999	3		4				2			1
$22,000-$22,999			4				2		1	1
$21,000-$21,999	1		3				1		1	
$20,000-$20,999	1		2			1	2			1
$19,000-$19,999									1	
$18,000-$18,999			1		1		1			1
$17,000-$17,999			1							
$16,000-$16,999			1							
$14,000-$14,999									1	
$13,000-$13,999						1				
$11,000-$11,999							1			
N	204	64	215	57	134	66	104	73	80	316
Mean Salary	$46,282	$50,835	$41,443	$40,354	$78,453	$46,727	$40,090	102,251	$48,458	$45,449

Distribution of Salaries
All Institutions
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SALARY	91	92	93	94	95	96	97	98	99
$122,000-$122,999			1						
$109,000-$109,999			1						
$108,000-$108,999						1			
$104,000-$104,999				1					
$98,000-$98,999					1				
$96,000-$96,999			1						
$95,000-$95,999				1					1
$94,000-$94,999				1					
$92,000-$92,999									1
$88,000-$88,999					1				1
$87,000-$87,999		1		1					1
$86,000-$86,999		1			1			2	1
$85,000-$85,999				1		1			
$84,000-$84,999			1	1		1			
$83,000-$83,999		1			1				
$82,000-$82,999				1					1
$81,000-$81,999		2		1	1				
$80,000-$80,999			1	1					
$79,000-$79,999			1	1					
$78,000-$78,999		1							
$77,000-$77,999									2
$76,000-$76,999				3					
$75,000-$75,999		1			3				
$74,000-$74,999		1		1		1			2
$73,000-$73,999		3	1		2	1			2
$72,000-$72,999				1		1		1	1
$71,000-$71,999		3		1		1			
$70,000-$70,999	1	1	1	2		2			1
$69,000-$69,999	2	1		1	1			2	3
$68,000-$68,999		2		1		2		1	1
$67,000-$67,999		2		1		2			2
$66,000-$66,999		5		1	2	2		2	2
$65,000-$65,999				2		1	1		1
$64,000-$64,999	1	2		1	3	2			
$63,000-$63,999	1	1	1	3	1	2		1	1
$62,000-$62,999	1	2		2	1	3	2	1	1
$61,000-$61,999		3		1					
$60,000-$60,999	2	3	2	2	1	1			
$59,000-$59,999	4	4		3	1	4	1	2	
$58,000-$58,999	3	2		1		2		1	1
$57,000-$57,999	1	1		2	3	2	1	4	
$56,000-$56,999	1	3		3	1	2		1	
$55,000-$55,999	5	1		5	4	8		3	
$54,000-$54,999	3	1		3	1	1	1	1	
$53,000-$53,999	5	2		9	1		1	2	
$52,000-$52,999	4		1	7	4	1		4	
$51,000-$51,999	6	2		4	4	1	2		
$50,000-$50,999	5	2	1	13	3	4	1	3	
$49,000-$49,999	6			4	3	2	2	1	
$48,000-$48,999	9	1		5	2		4	5	
$47,000-$47,999	3			5	3	2		1	1
$46,000-$46,999	8			10	5	2	2	1	
$45,000-$45,999	11			14	9		4	5	
$44,000-$44,999	9			5	6			2	
$43,000-$43,999	8			9	7		4	2	
$42,000-$42,999	8			12	9	2	1	4	
$41,000-$41,999	13			10	12		2	4	
$40,000-$40,999	9			8	12	2	3	6	
$39,000-$39,999	11			13	7	1	2	5	
$38,000-$38,999	7			8	5		3	3	
$37,000-$37,999	5			9	4		4	6	
$36,000-$36,999	15			8	13	3	4	1	
$35,000-$35,999	14			5	6	2	2	1	
$34,000-$34,999	11			11	6	1	6	2	
$33,000-$33,999	9			3	11	1	4	1	
$32,000-$32,999	7			6	3	1	3		
$31,000-$31,999	7			10	8	2	4	2	
$30,000-$30,999	5			11	6	1	4		
$29,000-$29,999	8		1	1	5		2	1	
$28,000-$28,999	3			4	6		9	1	
$27,000-$27,999	2			2	2	2	6		
$26,000-$26,999	2			2	3		4	1	
$25,000-$25,999	5			5	2	2	1	1	
$24,000-$24,999	1				5	1	1		
$23,000-$23,999	2				5	1	1	1	
$22,000-$22,999				2	2		2		
$21,000-$21,999				1	1		2		
$20,000-$20,999				2	1		2		
$19,000-$19,999					1				
$17,000-$17,999		1		1			2		
$16,000-$16,999				2					
$15,000-$15,999					1				
$14,000-$14,999							1	1	
less than $10,000				1			1		
N	243	56	14	272	212	77	102	89	27
Mean Salary	$41,582	$63,836	$73,805	$44,979	$41,617	$53,061	$35,790	$46,647	$72,783

APPENDIX A

Responding Institutions
All Institutions (Primary)
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INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Abilene Christian University	003537	Univ	Pri-Rel		TX
Adams State College	001345	4-yr	Public		CO
Adrian College	002234	4-yr	Pri-Ind		MI
Agnes Scott College	001542	4-yr	Pri-Ind		GA
Aims Community College	007582	2-yr	Public		CO
Alabama State University	001005	Univ	Public		AL
Albany College of Pharmacy	002885	Other	Pri-Ind		NY
Albany Junior College	001543	2-yr	Public	Campus	GA
Albany State College	001544	4-yr	Public		GA
Albertus Magnus College	001374	4-yr	Pri-Rel		CT
Alcorn State University	002396	4-yr	Public		MS
Alderson-Broaddus College	003806	4-yr	Pri-Rel		WV
Alfred University	002668	Univ	Pri-Ind		NY
Alice Lloyd College	001951	4-yr	Pri-Ind		KY
Allegheny College	003230	4-yr	Pri-Ind		PA
Allen County Community College	001901	2-yr	Public		KS
Allentown College of Saint Francis de Sales	003986	4-yr	Pri-Rel		PA
Alma College	002236	4-yr	Pri-Ind		MI
Alpena Community College	002237	2-yr	Public		MI
Alverno College	003832	4-yr	Pri-Ind		WI
Alvin Community College	003539	2-yr	Public		TX
Amarillo College	003540	2-yr	Public		TX
American Academy of Dramatic Arts	007465	2-yr	Pri-Ind		NY
American College	029018	Other	Pri-Ind		PA
American College Testing Program	990062	Other	Pri-Ind		IA
American Graduate School of International Management	001070	Other	Pri-Ind		AZ
American Indian Bible College	029329	4-yr	Pri-Rel		AZ
American River College	009552	2-yr	Public	Campus	CA
American Technological University	011854	Univ	Pri-Ind		TX
American University	001434	Univ	Pri-Ind		DC
Amherst College	002115	4-yr	Pri-Ind		MA
Anchorage Community College	001064	2-yr	Public		AK
Andover Newton Theological School	002116	Theol	Pri-Ind		MA
Andrews University	002238	Univ	Pri-Rel		MI
Angelo State University	003541	Univ	Public		TX
Anna Maria College	002117	4-yr	Pri-Ind		MA
Anne Arundel Community College	002058	2-yr	Public		MD
Antioch University	008795	Univ	Pri-Ind	Office	OH
Appalachian State University	002906	Univ	Public	Campus	NC
Aquinas College	002239	4-yr	Pri-Ind		MI
Aquinas Junior College	004073	2-yr	Pri-Ind		MA
Aquinas Junior College, Newton	008072	2-yr	Pri-Ind	Campus	MA
Arapahoe Community College	001346	2-yr	Public		CO
Arizona State University	001081	Univ	Public		AZ
Arizona Western College	001071	2-yr	Public		AZ
Arkansas College	001088	4-yr	Pri-Ind		AR
Arkansas State University	001090	Univ	Public		AR
Arkansas Tech University	001089	Univ	Public		AR
Armstrong State College	001546	4-yr	Public	Campus	GA
Asbury College	001952	4-yr	Pri-Ind		KY
Ashland College	003012	4-yr	Pri-Rel		OH
Assumption College	002118	4-yr	Pri-Rel		MA
Atlanta Junior College	012165	2-yr	Public	Campus	GA
Atlantic Christian College	002908	4-yr	Pri-Rel		NC
Atlantic Community College	002596	2-yr	Public		NJ
Auburn University	001009	Univ	Public	Main	AL
Auburn University, Montgomery	008310	Univ	Public	Campus	AL
Augsburg College	002334	4-yr	Pri-Rel		MN
Augusta College	001552	4-yr	Public		GA
Augustana College	001633	4-yr	Pri-Rel		IL
Augustana College	003458	4-yr	Pri-Rel		SD
Aurora College	001634	4-yr	Pri-Ind		IL
Austin Community College	002335	2-yr	Public	Campus	MN
Austin Peay State University	003478	Univ	Public	Campus	TN
Averett College	003702	4-yr	Pri-Rel		VA
Avila College	002449	4-yr	Pri-Rel		MO
Babson College	002121	4-yr	Pri-Ind		MA
Barone College	003147	2-yr	Pri-Rel		OK
Bakersfield College	001118	2-yr	Public		CA
Baldwin-Wallace College	003014	4-yr	Pri-Rel		OH
Ball State University	001786	Univ	Public		IN
Baptist Bible College	029252	4-yr	Pri-Rel		FL
Barat College	001635	4-yr	Pri-Ind		IL
Bard College	002671	4-yr	Pri-Ind		NY
Barnard College	002708	4-yr	Pri-Ind		NY
Barry University	001466	Univ	Pri-Ind		FL
Bates College	002036	4-yr	Pri-Ind		ME
Bay Path Junior College	002122	2-yr	Pri-Ind		MA
Bayamon Central University	010015	4-yr	Pri-Rel		PR
Bayamon Technological University College	990024	4-yr	Public	Campus	PR
Baylor College of Dentistry	004948	Med	Pri-Ind		TX
Beaufort Technical College	009910	Tech	Public	Main	SC
Beaver College	003235	4-yr	Pri-Ind		PA
Bellarmine College	001954	4-yr	Pri-Ind		KY
Belleville Area College	001636	2-yr	Public		IL
Bellevue Community College	003769	2-yr	Public		WA
Belmont Abbey College	002910	4-yr	Pri-Rel		NC
Belmont Technical College	009941	2-yr	Public		OH
Benedictine College	010256	4-yr	Pri-Rel		KS
Bennett College	002911	4-yr	Pri-Rel		NC
Bentley College	002124	4-yr	Pri-Ind		MA
Berea College	001955	4-yr	Pri-Ind		KY

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Berkshire Community College	002167	2-yr	Public		MA
Berry College	001554	4-yr	Pri-Ind		GA
Bethany College	003808	4-yr	Pri-Rel		KS
Bethany Lutheran College	002337	2-yr	Pri-Rel		MN
Bethel College	001905	4-yr	Pri-Rel		KS
Bethel College and Seminary	009058	Other	Pri-Rel		MN
Bethune-Cookman College	001467	4-yr	Pri-Rel		FL
Big Bend Community College	003770	2-yr	Public		WA
Biola University	001122	Univ	Pri-Ind		CA
Birmingham-Southern College	001012	4-yr	Pri-Rel		AL
Bishop College	003548	4-yr	Pri-Rel		TX
Bismarck Junior College	002988	2-yr	Public		ND
Black Hawk College, East	007538	2-yr	Public	Campus	IL
Black Hawk College, Quad-Cities	001638	2-yr	Public	Main	IL
Black Hills State College	003459	4-yr	Public	Campus	SD
Bloomfield College	002597	4-yr	Pri-Ind		NJ
Bloomsburg University of Pennsylvania	003315	Univ	Public	Campus	PA
Blue Mountain Community College	003186	2-yr	Public		OR
Blue Ridge Technical College	009684	Tech	Public	Campus	NC
Bluefield College	003703	4-yr	Pri-Rel		VA
Board of Trustees for State Technical Colleges	990049	2-yr	Public	Office	CT
Board of Trustees of the Maryland State Universities and Colleges	990001	Other	Public	Office	MD
Boise State University	001616	Univ	Public		ID
Boricua College	013029	4-yr	Pri-Ind		NY
Borromeo College of Ohio	003017	4-yr	Pri-Rel		OH
Boston College	002128	Univ	Pri-Ind		MA
Boston Conservatory of Music	002129	4-yr	Pri-Ind		MA
Boston University	002130	Univ	Pri-Ind		MA
Bowdoin College	002038	4-yr	Pri-Ind		ME
Bowling Green State University	003018	Univ	Public		OH
Bradley University	001641	Univ	Pri-Ind		IL
Brainerd Community College	002339	2-yr	Public	Campus	MN
Brandeis University	000213	Univ	Pri-Ind		MA
Brescia College	001958	4-yr	Pri-Rel		KY
Brevard Community College	001470	2-yr	Public	Main	FL
Briar Cliff College	001846	4-yr	Pri-Rel		IA
Bridgewater College	003704	4-yr	Pri-Rel		VA
Bristol Community College	002176	2-yr	Public	Campus	MA
Brookdale Community College	008404	2-yr	Public		NJ
Brooklyn Law School	002677	Law	Pri-Ind		NY
Broward Community College	001500	2-yr	Public		FL
Brown University	003401	Univ	Pri-Ind		RI
Brunswick Junior College	011558	2-yr	Public	Campus	GA
Bryant College	003402	4-yr	Pri-Ind		RI
Bryn Mawr College	003237	4-yr	Pri-Ind		PA
Bucknell University	003238	4-yr	Pri-Ind		PA
Bucks County Community College	003239	2-yr	Public		PA
Butler County Community College	001906	2-yr	Public		KS
Butler University	001788	Univ	Pri-Ind		IN
Cabrillo Community College	001124	2-yr	Public		CA
Cabrini College	003241	4-yr	Pri-Rel		PA
Calhoun State Community College	001013	2-yr	Public	Main	AL
California Institute of the Arts	001132	4-yr	Pri-Ind		CA
California Maritime Academy	001134	4-yr	Public		CA
California State College, Bakersfield	007993	4-yr	Public	Campus	CA
California State Polytechnic University, Pomona	001144	Univ	Public	Campus	CA
California State Polytechnic University, San Luis Obispo	001143	Univ	Public	Campus	CA
California State University, Hayward	001138	Univ	Public	Campus	CA
California State University, Northridge	001153	4-yr	Public	Campus	CA
California State University, San Bernardino	001142	Univ	Public	Campus	CA
Calumet College	001834	4-yr	Pri-Rel		IN
Calvin College	002241	4-yr	Pri-Rel		MI
Cameron University	003150	Univ	Public		OK
Campbellsville College	001959	4-yr	Pri-Rel		KY
Canisius College	002681	4-yr	Pri-Ind		NY
Cape Cod Community College	002168	2-yr	Public		MA
Cape Fear Technical Institute	005320	Tech	Public		NC
Capital University	003023	Univ	Pri-Rel		OH
Capitol Institute of Technology	001436	4-yr	Pri-Ind		MD
Cardinal Stritch College	003837	4-yr	Pri-Rel		WI
Carleton College	002340	4-yr	Pri-Ind		MN
Carnegie-Mellon University	003242	Univ	Pri-Ind		PA
Carroll College	003838	4-yr	Pri-Rel		MT
Carson-Newman College	003481	4-yr	Pri-Rel		TN
Carteret Technical College	008081	Tech	Public		NC
Carthage College	003839	4-yr	Pri-Ind		WI
Case Western Reserve University	003024	Univ	Pri-Ind		OH
Casper College	003928	2-yr	Public		WY
Castleton State College	003683	4-yr	Public	Campus	VT
Catawba College	002914	4-yr	Pri-Rel		NC
Cathedral College of the Immaculate Conception	002682	4-yr	Pri-Rel		NY
Catholic Theological Union, Chicago	009232	Theol	Pri-Rel		IL
Catholic University of America	001437	Univ	Pri-Ind		DC
Catholic University of Puerto Rico	003936	Univ	Pri-Rel		PR
Cayey University College	007206	4-yr	Public	Campus	PR
Cayuga County Community College	002861	2-yr	Public		NY
Cazenovia College	002685	2-yr	Pri-Ind		NY
Cecil Community College	008308	2-yr	Public		MD
Cedar Crest College	003243	4-yr	Pri-Ind		PA
Cedarville College	003025	4-yr	Pri-Rel		OH
Central Arizona College, Arauaipa	990075	2-yr	Public	Campus	AZ
Central Arizona College, Signal Peak	007283	2-yr	Public	Main	AZ

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Central Baptist Theological Seminary	001907	Theol	Pri-Rel		KS
Central Christian College of the Bible	029144	4-yr	Pri-Rel		MO
Central College	001850	4-yr	Pri-Rel		IA
Central Community College	029008	2-yr	Public	Office	NE
Central Connecticut State University	001378	Univ	Public	Campus	CT
Central Florida Community College	001471	2-yr	Public		FL
Central Michigan University	002243	Univ	Public		MI
Central Missouri State University	002454	Univ	Public		MO
Central New England College of Technology	010306	4-yr	Pri-Rel		MA
Central Ohio Technical College	011046	Tech	Public		OH
Central Piedmont Community College	002915	2-yr	Public		NC
Central State University	003152	Univ	Public		OK
Central Virginia Community College	004988	2-yr	Public	Campus	VA
Central Washington University	003771	Univ	Public		WA
Centralia College	003772	2-yr	Public	Office	WA
Centre College	001961	4-yr	Pri-Ind		KY
Chaffey Community College	001163	2-yr	Public		CA
Chaminade University of Honolulu	001605	Univ	Pri-Rel	Main	HI
Champlain College	003684	2-yr	Pri-Ind		VT
Chapman College	001164	4-yr	Pri-Ind		CA
Charles County Community College	002064	2-yr	Public	Office	MD
Chattanooga State Technical Community College	003998	2-yr	Public		TN
Chicago State University	001694	Univ	Public	Campus	IL
Chipola Junior College	001472	2-yr	Public		FL
Chowan College	002916	2-yr	Pri-Rel		NC
Christ Seminary-Seminex	012459	Theol	Pri-Rel		IL
Christ the King Seminary	012854	Theol	Pri-Rel		NY
Christian Theological Seminary	001789	Theol	Pri-Rel		IN
Christopher Newport College	003706	4-yr	Public		VA
City Colleges of Chicago, Chicago City-Wide College	029050	2-yr	Public	Campus	IL
City Colleges of Chicago, Chicago Urban Skills Institute	990056	2-yr	Public	Campus	IL
City Colleges of Chicago, Daley College	001649	2-yr	Public	Campus	IL
City Colleges of Chicago, Kennedy-King College	001654	2-yr	Public	Campus	IL
City Colleges of Chicago, Loop College	001652	2-yr	Public	Campus	IL
City Colleges of Chicago, Malcolm X College	001650	2-yr	Public	Campus	IL
City Colleges of Chicago, Olive-Harvey College	009767	2-yr	Public	Campus	IL
City Colleges of Chicago, System Office	001647	2-yr	Public	Office	IL
City Colleges of Chicago, Truman College	001648	2-yr	Public	Campus	IL
City Colleges of Chicago, Wright College	001655	2-yr	Public	Campus	IL
City University of New York, Hunter College	002689	4-yr	Public	Campus	NY
City University of New York, Queens College	002690	4-yr	Public	Campus	NY
Claremont University Center/Claremont Graduate School	001169	Other	Pri-Ind	Office	CA
Clarendon College	003554	2-yr	Public		TX
Clarion University of Pennsylvania	009235	Univ	Public	Campus	PA
Clark College	003773	2-yr	Public		WA
Clark County Community College	010362	2-yr	Public		NV
Clark Technical College	004852	Tech	Public		OH
Clark University	002139	Univ	Pri-Ind		MA
Clarke College	001852	4-yr	Pri-Rel		IA
Clarkson University	002699	Univ	Pri-Ind		NY
Clatsop Community College	003189	2-yr	Public		OR
Clayton Junior College	008976	2-yr	Public	Campus	GA
Clemson University	003425	Univ	Public		SC
Cleveland State Community College	003999	2-yr	Public		TN
Cleveland State University	003032	Univ	Public		OH
Cochise College	001072	2-yr	Public	Office	AZ
Coffeyville Community College	001910	2-yr	Public		KS
Cogswell Polytechnical College	001177	4-yr	Pri-Rel	Main	CA
Coker College	003427	4-yr	Pri-Ind		SC
Colby College	002039	4-yr	Pri-Ind		ME
Colgate University	002701	4-yr	Pri-Ind		NY
College Board	990063	Other	Pri-Ind	Office	NY
College Misericordia	003247	4-yr	Pri-Rel		PA
College of Alameda	008306	2-yr	Public	Campus	CA
College of Dupage	006656	2-yr	Public		IL
College of Eastern Utah	003676	2-yr	Public	Campus	UT
College of Ganado	010878	2-yr	Pri-Ind		AZ
College of Great Falls	002527	4-yr	Pri-Rel		MT
College of Idaho	001617	4-yr	Pri-Ind		ID
College of Lake County	007694	2-yr	Public		IL
College of Notre Dame	001179	4-yr	Pri-Ind		CA
College of Osteopathic Medicine of the Pacific	029133	Med	Pri-Ind		CA
College of Our Lady of the Elms	002140	Tech	Pri-Ind		MA
College of Saint Benedict	002341	4-yr	Pri-Rel		MN
College of Saint Catherine	002342	4-yr	Pri-Rel		MN
College of Saint Mary	002540	4-yr	Pri-Ind		NE
College of Saint Rose	002705	4-yr	Pri-Ind		NY
College of Saint Teresa	002344	4-yr	Pri-Rel		MN
College of Saint Thomas	002345	4-yr	Pri-Rel		MN
College of San Mateo	001181	2-yr	Public	Campus	CA
College of Santa Fe	002649	4-yr	Pri-Rel		NM
College of William and Mary	003705	4-yr	Public		VA
College of Wooster	003037	4-yr	Pri-Ind		OH
College of the Holy Cross	002141	4-yr	Pri-Ind		MA
College of the Ozarks	001094	4-yr	Pri-Ind		AR
College of the Sequoias	001186	2-yr	Public		CA
College of the Siskiyous	001187	2-yr	Public		CA
Colorado College	001347	4-yr	Pri-Rel		CO
Colorado Mountain College	009007	2-yr	Public	Office	CO
Colorado State University	001350	Univ	Public		CO
Columbia Basin College	003774	2-yr	Public		WA
Columbia Bible College	003429	4-yr	Pri-Ind		SC

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Columbia College	002456	4-yr	Pri-Rel		MO
Columbia College	003430	4-yr	Pri-Rel		SC
Columbia State Community College	003483	2-yr	Public		TN
Columbia University, Teachers College	003979	Univ	Pri-Ind		NY
Columbia-Greene Community College	006789	2-yr	Public	Campus	NY
Columbus College	001561	4-yr	Public		GA
Columbus Technical Institute	006867	2-yr	Public		OH
Community College of the Air Force	012308	2-yr		Office	AL
Community College of Allegheny County, Allegheny	004051	2-yr	Public	Campus	PA
Community College of Allegheny County, Boyce	004052	2-yr	Public	Campus	PA
Community College of Allegheny County, Center North	029101	2-yr	Public	Campus	PA
Community College of Allegheny County, South	007184	2-yr	Public	Campus	PA
Community College of Allegheny County, System Office	003231	2-yr	Public	Office	PA
Community College of Baltimore	002061	2-yr	Public		MD
Community College of Beaver County	006807	2-yr	Public		PA
Community College of Denver, System Office	009757	2-yr	Public	Office	CO
Community College of Philadelphia	003249	2-yr	Public		PA
Community College of Rhode Island	003408	2-yr	Public	Office	RI
Community Colleges of Spokane	010784	2-yr	Public	Office	WA
Concord College	003810	4-yr	Public		WV
Concordia College	002247	4-yr	Pri-Rel		MI
Concordia College	002346	4-yr	Pri-Rel		MN
Concordia College	002709	4-yr	Pri-Rel		NY
Concordia College	003191	4-yr	Pri-Rel		OR
Concordia College, Wisconsin	003842	4-yr	Pri-Rel		WI
Connecticut College	001379	4-yr	Pri-Ind		CT
Cooke County College	003558	2-yr	Public		TX
Cornell University, System Office	007964	Univ	Pri-Ind	Office	NY
Corning Community College	002863	2-yr	Public	Campus	NY
Cornish Institute	012315	4-yr	Pri-Ind		WA
Cosumnes River College	007536	2-yr	Public	Campus	CA
County College of Morris	007729	2-yr	Public		NJ
Covenant College	003484	4-yr	Pri-Rel		TN
Cowley County Community College	001902	2-yr	Public		KS
Crafton Hills College	009272	2-yr	Public	Campus	CA
Creighton University	002542	Univ	Pri-Rel		NE
Crosier Seminary Junior College	002349	2-yr	Pri-Rel		MN
Crowder College	002459	2-yr	Public		MO
Cuesta College	001192	2-yr	Public		CA
Cumberland College	001962	4-yr	Pri-Rel		KY
Cumberland County College	002601	2-yr	Public		NJ
Cuyahoga Community College	008797	2-yr	Public		OH
D'Youville College	002712	4-yr	Pri-Ind		NY
Dabney S. Lancaster Community College	004996	2-yr	Public	Campus	VA
Dallas County Community College District, System Office	003561	2-yr	Public	Office	TX
Dalton Junior College	003956	2-yr	Public	Campus	GA
Dartmouth College	002573	4-yr	Pri-Ind		NH
De Anza College	004480	2-yr	Public	Campus	CA
De Soles School of Theology	012029	Theol	Pri-Rel		WA
DePaul University	001671	Univ	Pri-Ind		IL
DePauw University	001792	Univ	Pri-Rel		IN
Dean Junior College	002144	2-yr	Pri-Ind		MA
Deep Springs College	990059	2-yr	Public		CA
Defiance College	003041	4-yr	Pri-Rel		OH
Del Mar College	003563	2-yr	Public		TX
Delaware County Community College	007110	2-yr	Public		PA
Delaware State College	001428	4-yr	Public		DE
Delaware Technical and Community College	008074	2-yr	Public	Office	DE
Delaware Technical and Community College, Southern	007053	2-yr	Public	Campus	DE
Delaware Technical and Community College, Stanton/Wilmington	011387	2-yr	Public	Campus	DE
Delaware Technical and Community College, Terry	011727	2-yr	Public	Campus	DE
Delta College	002251	2-yr	Public		MI
Delta State University	002403	Univ	Public		MS
Denmark Technical College	005383	2-yr	Public		SC
Des Moines Area Community College	008735	2-yr	Public		IA
Dickinson College	003253	4-yr	Pri-Ind		PA
Dixie College	003671	2-yr	Public		UT
Dominican College of Blauvelt	002713	4-yr	Pri-Ind		NY
Don Bosco College	002602	4-yr	Pri-Ind		NJ
Dordt College	001859	4-yr	Pri-Ind		IA
Drake University	001860	Univ	Pri-Ind		IA
Drew University	002603	Univ	Pri-Ind		NJ
Drury College	002461	4-yr	Pri-Ind		MO
Duke University	002920	Univ	Pri-Ind		NC
Dundalk Community College	009935	2-yr	Public		MD
Duquesne University	003258	Univ	Pri-Rel		PA
Dutchess Community College	002864	2-yr	Public	Campus	NY
Dyersburg State Community College	006835	2-yr	Public		TN
East Carolina University	002923	Univ	Public	Campus	NC
E. st Central College	008862	2-yr	Public		MO
East Central Oklahoma State University	003154	Univ	Public		OK
East Coast Bible College	029325	4-yr	Pri-Rel		NC
East Los Angeles College	001222	2-yr	Public	Campus	CA
East Stroudsburg University	003320	Univ	Public		PA
East Tennessee State University	003487	Univ	Public	Campus	TN
East Texas Baptist University	003564	Univ	Pri-Rel		TX
East Texas State University	003565	Univ	Public	Main	TX
Eastern Connecticut State University	001425	Univ	Public	Campus	CT
Eastern Illinois University	001674	Univ	Public		IL
Eastern Kentucky University	001963	Univ	Public		KY
Eastern Mennonite College and Seminary	003708	4-yr	Pri-Rel		VA
Eastern Michigan University	002259	Univ	Public		MI

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Eastern Montana College	002530	4-yr	Public	Campus	MT
Eastern New Mexico University	002651	Univ	Public	Main	NM
Eastern New Mexico University, Clovis	900050	2-yr	Public	Campus	NM
Eastern New Mexico University, Roswell	002661	2-yr	Public	Campus	NM
Eastern Shore Community College	003748	2-yr	Public		VA
Eastern Virginia Medical Authority	010335	Med	Public		VA
Eastern Washington University	003775	4-yr	Public		WA
Eastern Wyoming College	003929	2-yr	Public		WY
Eckerd College	001487	4-yr	Pri-Rel		FL
Eden Theological Seminary	002462	Theol	Pri-Rel		MO
Edgewood College	003848	4-yr	Pri-Rel		WI
Edinboro University of Pennsylvania	003321	Univ	Public		PA
Edison Community College	001477	2-yr	Public		FL
Edison State Community College	012270	2-yr	Public		OH
Edmonds Community College	005001	2-yr	Public		WA
El Camino Community College	001197	2-yr	Public		CA
El Paso County Community College	010387	2-yr	Public		TX
El Reno Junior College	003156	2-yr	Public		OK
Elizabeth City State University	002926	Univ	Public	Campus	NC
Elizabethtown Community College	029207	2-yr	Public	Campus	KY
Ellsworth Community College	001862	2-yr	Public	Campus	IA
Elmhurst College	001676	4-yr	Pri-Ind		IL
Elmira College	002718	4-yr	Pri-Ind		NY
Elon College	002927	4-yr	Pri-Ind		NC
Emanuel County Junior College	010997	2-yr	Public	Campus	GA
Embry-Riddle Aeronautical University	001479	Univ	Pri-Ind		FL
Emory University	001564	Univ	Pri-Ind		GA
Emory and Henry College	003709	4-yr	Pri-Rel		VA
Eureka College	001678	4-yr	Pri-Rel		IL
Evangel College	002463	4-yr	Pri-Rel		MO
Evangelical School of Theology	029237	Theol	Pri-Rel		PA
Experiment in International Living	990076	Other	Pri-Ind	Main	VT
Fairfield University	001385	Univ	Pri-Ind		CT
Fairmont State College	003812	4-yr	Public		WV
Fayetteville Technical Institute	007640	Tech	Public		NC
Felician College	001680	2-yr	Pri-Rel		IL
Ferris State College	002260	4-yr	Public		MI
Ferrum College	003711	4-yr	Pri-Rel		VA
Fisk University	003490	Other	Pri-Ind		TN
Fitchburg State College	002184	4-yr	Public		MA
Florence-Darlington Technical College	003990	Tech	Public		SC
Florida A & M University	001480	Univ	Public		FL
Florida Atlantic University	001481	Univ	Public	Campus	FL
Florida Board of Regents	990066	Univ	Public	Office	FL
Florida Institute of Technology	001469	Univ	Pri-Ind		FL
Florida International University	009635	Univ	Public		FL
Florida Junior College at Jacksonville, Downtown	990013	2-yr	Public	Campus	FL
Florida Junior College at Jacksonville, Kent	990033	2-yr	Public	Campus	FL
Florida Junior College at Jacksonville, North	990014	2-yr	Public	Campus	FL
Florida Junior College at Jacksonville, South	990015	2-yr	Public	Campus	FL
Florida Junior College, Jacksonville, System Office	001484	2-yr	Public	Office	FL
Florida Keys Community College	001485	2-yr	Public		FL
Florida State University	001489	Univ	Public		FL
Fontbonne College	002464	4-yr	Pri-Ind		MO
Foothill College	001199	2-yr	Public	Campus	CA
Foothill-De Anza Community College	009020	2-yr	Public	Office	CA
Fordham University	002722	Univ	Pri-Ind		NY
Forsyth Technical Institute	005317	Tech	Public		NC
Fort Hays State University	001915	Univ	Public		KS
Fort Steilacoom Community College	005000	2-yr	Public		WA
Fort Wayne Bible College	001797	4-yr	Pri-Ind		IN
Francis Marion College	009226	4-yr	Public		SC
Frank Phillips College	003568	2-yr	Public		TX
Franklin College of Indiana	001798	4-yr	Pri-Rel		IN
Franklin Pierce College	002575	4-yr	Pri-Ind		NH
Franklin University	003046	4-yr	Pri-Ind		OH
Franklin and Marshall College	003265	4-yr	Pri-Ind		PA
Frederick Community College	002071	2-yr	Public		MD
Fresno City College	001307	2-yr	Public	Campus	CA
Friends University	001918	4-yr	Pri-Rel		KS
Friends World College	008125	4-yr	Pri-Ind		NY
Frostburg State College	002072	4-yr	Public		MD
Fundacion Educativa Ana G. Mendez	029078	Univ	Pri-Ind	Office	PR
Furman University	003434	Univ	Pri-Rel		SC
Gannon University	003266	Univ	Pri-Rel		PA
Garland County Community College	012105	2-yr	Public		AR
Garrett-Evangelical Theological Seminary	012303	Theol	Pri-Rel		IL
Gateway Technical Institute	010883	Tech	Public		WI
Genesee Community College	006782	2-yr	Public		NY
George Fox College	003194	4-yr	Pri-Rel		OR
George Mason University	003749	Univ	Public		VA
George Washington University	001444	Univ	Pri-Ind		DC
George Williams College	001683	4-yr	Pri-Ind		IL
Georgetown College	001964	4-yr	Pri-Rel		KY
Georgetown University	001445	Univ	Pri-Rel		DC
Georgia College	001602	4-yr	Public	Campus	GA
Georgia Institute of Technology	001569	Univ	Public		GA
Georgia Southern College	001572	4-yr	Public		GA
Georgia State University	001574	Univ	Public	Campus	GA
Georgian Court College	002608	4-yr	Pri-Rel		NJ
Gettysburg College	003268	4-yr	Pri-Rel		PA
Glenville State College	003813	4-yr	Public		WV

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Gloucester County College	006901	2-yr	Public		NJ
Goddard College	003686	4-yr	Pri-Ind		VT
Golden Gate University	001205	Univ	Pri-Ind	Main	CA
Golden West College	001206	2-yr	Public	Campus	CA
Goldey Beacom College	001429	4-yr	Pri-Ind		DE
Gonzaga University	003778	Univ	Pri-Rel		WA
Gordon College	002153	4-yr	Pri-Ind		MA
Gordon-Conwell Theological Seminary	009747	Theol	Pri-Ind		MA
Goshen College	001799	4-yr	Pri-Rel		IN
Goucher College	002073	4-yr	Pri-Ind		MD
Governors State University	009145	Univ	Public		IL
Grace Bible College	002265	Theol	Pri-Rel		MI
Grace College and Theological Seminary	001800	Other	Pri-Rel		IN
Graceland College	001866	4-yr	Pri-Rel		IA
Graduate Theological Union	001207	Other	Pri-Ind		CA
Grambling State University	002006	Univ	Public		LA
Grand Rapids Junior College	002267	2-yr	Public		MI
Grand Valley State College	002268	4-yr	Public		MI
Grayson County College	003570	2-yr	Public		TX
Green Mountain College	003687	4-yr	Pri-Ind		VT
Grossmont Community College District	001208	2-yr	Public	Office	CA
Guilford College	002931	4-yr	Pri-Rel		NC
Gulf Coast Bible College	006942	4-yr	Pri-Rel		TX
Gustavus Adolphus College	002353	4-yr	Pri-Rel		MN
Hagerstown Junior College	002074	2-yr	Public		MD
Hahnemann University	003271	Univ	Pri-Ind		PA
Hamilton College	002728	4-yr	Pri-Ind		NY
Hamline University	002354	Univ	Pri-Rel		MN
Hampton University	003714	Univ	Pri-Ind		VA
Hanover College	001801	4-yr	Pri-Rel		IN
Harcum Junior College	003272	2-yr	Pri-Ind		PA
Harford Community College	002075	2-yr	Public		MD
Harris-Stowe State College	002466	4-yr	Public		MO
Harrisburg Area Community College	003273	2-yr	Public		PA
Hartford College for Women	001386	2-yr	Pri-Ind		CT
Hartford Graduate Center	002804	Other	Pri-Ind		CT
Hartford Seminary	001387	Theol	Public		CT
Hartnell Community College	001209	2-yr	Public		CA
Hartwick College	002729	4-yr	Pri-Ind		NY
Harvard University	002155	Univ	Pri-Ind		MA
Haskell Indian Junior College	010438	2-yr	Public		KS
Hastings College	002548	4-yr	Pri-Rel		NE
Haverford College	003274	4-yr	Pri-Ind		PA
Hawaii Loa College	004548	4-yr	Pri-Rel		HI
Hawkeye Institute of Technology	004595	Tech	Public		IA
Hebrew College	002157	4-yr	Pri-Ind		MA
Heidelberg College	003048	4-yr	Pri-Rel		OH
Henderson County Junior College	003572	2-yr	Public	Main	TX
Henderson State University	001098	Univ	Public		AR
Hendrix College	001099	4-yr	Pri-Rel		AR
Hesser College	004729	2-yr	Pri-Ind		NH
High Point College	002933	4-yr	Pri-Rel		NC
Highland Community College	001681	2-yr	Public		IL
Highland Community College	001921	2-yr	Public		KS
Highland Park Community College	002271	2-yr	Public		MI
Highline Community College	003781	2-yr	Public		WA
Hillsborough Community College	007870	2-yr	Public	Office	FL
Hillsdale Free Will Baptist College	010266	4-yr	Pri-Rel		OK
Hinds Junior College	002407	2-yr	Public	Main	MS
Hiram College	003049	4-yr	Pri-Ind		OH
Hobart and William Smith Colleges	002731	4-yr	Pri-Ind		NY
Holy Family College	003275	4-yr	Pri-Rel		PA
Holy Names College	001183	4-yr	Pri-Rel		CA
Holyoke Community College	002170	2-yr	Public		MA
Hood College	002076	4-yr	Pri-Ind		MD
Hope College	002273	4-yr	Pri-Rel		MI
Horry-Georgetown Technical College	004925	2-yr	Public		C
Houghton College	002734	4-yr	Pri-Rel		NY
Houston Community College System Office	010633	2-yr	Public	Office	TX
Howard Community College	008175	2-yr	Public		MD
Howard Payne University	003575	4-yr	Pri-Rel		TX
Huntington College	001803	4-yr	Pri-Rel		IN
Husson College	002043	4-yr	Pri-Ind		ME
Hutchinson Community College	001923	2-yr	Public		KS
Idaho State University	001620	Univ	Public		ID
Illinois Benedictine College	001767	4-yr	Pri-Rel		IL
Illinois College	001688	4-yr	Pri-Ind		IL
Illinois College of Optometry	001689	4-yr	Pri-Ind		IL
Illinois Eastern Community Colleges, System Office	009135	2-yr	Public	Office	IL
Illinois Institute of Technology	001691	Univ.	Pri-Ind		IL
Illinois State University	001692	Univ	Public		IL
Immaculata College	003276	4-yr	Pri-Ind		PA
Independence Community College	001924	2-yr	Public		KS
Indian Hills Community College	008736	2-yr	Public		IA
Indian River Community College	001493	2-yr	Public		FL
Indiana State University	009563	Univ	Public	Main	IN
Indiana State University, Evansville	001808	4-yr	Public	Campus	IN
Indiana University of Pennsylvania	008810	Univ	Public	Campus	PA
Indiana University, Bloomington	001809	Univ	Public	Main	IN
Indiana University, Kokamo	001814	4-yr	Public	Campus	IN
Indiana University, South Bend	001816	Univ	Public	Campus	IN
Indiana University, Southeast	001817	Univ	Public	Campus	IN

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Indiana University, System Office	008002	Univ	Public	Office	IN
Indiana University-Purdue University, Fort Wayne	001812	Univ	Public	Campus	IN
Indiana University-Purdue University, Indianapolis	001813	Univ	Public	Campus	IN
Indiana Vocational Technical College, System Office	009916	Tech	Public	Office	IN
Instituto Comercial De Puerto Rico Junior College	011940	2-yr	Pri-Ind		PR
International Bible College	002980	4-yr	Pri-Rel		AL
Iona College	002737	4-yr	Pri-Ind		NY
Iowa Lakes Community College, System Office	001864	2-yr	Public	Office	IA
Iowa State University	001869	Univ	Public		IA
Iowa Valley Community College District	990045	2-yr	Public	Office	IA
Iowa Western Community College	008739	2-yr	Public		IA
Isothermal Community College	002934	2-yr	Public		NC
Ithaca College	002739	4-yr	Pri-Ind		NY
Jackson Community College	002274	2-yr	Public		MI
Jackson State Community College	004937	2-yr	Public	Campus	TN
Jacksonville State University	001020	Univ	Public		AL
Jacksonville University	001495	Univ	Pri-Ind		FL
Jamestown Community College	002869	2-yr	Public		NY
Jarvis Christian College	003637	4-yr	Pri-Rel		TX
Jefferson College	007102	2-yr	Public		MO
Jefferson Community College	002870	2-yr	Public		NY
Jefferson Technical College	007275	Tech	Public		OH
Jersey City State College	002613	4-yr	Public		NJ
Jesuit School of Theology, Berkeley	010333	Theol	Pri-Rel		CA
John A. Logan College	008076	2-yr	Public		IL
Johns Hopkins University	002077	Univ	Pri-Ind		MD
Johnson C. Smith University	002936	4-yr	Pri-Ind		NC
Johnson County Community College	008244	2-yr	Public		KS
Kalamazoo College	002275	4-yr	Pri-Ind		MI
Kalamazoo Valley Community College	006949	2-yr	Public		MI
Kankakee Community College	007690	2-yr	Public		IL
Kansas City Art Institute	002473	4-yr	Pri-Ind		MO
Kansas City Kansas Community College	001925	2-yr	Public		KS
Kansas State University	001928	Univ	Public		KS
Kansas Technical Institute	004611	Tech	Public		KS
Kansas Wesleyan	001929	4-yr	Pri-Rel		KS
Kearney State College	002551	4-yr	Public	Campus	NE
Keene State College	002590	4-yr	Public	Campus	NH
Kenai Peninsula Community College	001066	2-yr	Public	Campus	AK
Kennesaw College	001577	4-yr	Public		GA
Kent State University	003051	Univ	Public	Main	OH
Kent State University, Stark	003054	Univ	Public	Campus	OH
Kentucky State University	001968	Univ	Public		KY
Kentucky Wesleyan College	001969	4-yr	Pri-Rel		KY
Kenyon College	003065	4-yr	Pri-Ind		OH
Keuka College	002744	4-yr	Pri-Ind		NY
King's College	003282	4-yr	Pri-Ind		PA
Kings River Community College	001308	2-yr	Public	Campus	CA
Kirkwood Community College	004076	2-yr	Public		IA
Kirtland Community College	007171	2-yr	Public		MI
La Roche College	003987	4-yr	Pri-Rel		PA
La Salle University	003287	Univ	Pri-Ind		PA
LaGrange College	001578	4-yr	Pri-Ind		GA
LaGuardia Community College	010051	2-yr	Public	Campus	NY
Labette Community College	001930	2-yr	Public		KS
Laboure College	006324	2-yr	Pri-Rel		MA
Lafayette College	003284	4-yr	Pri-Ind		PA
Lake Erie College	003066	4-yr	Pri-Ind		OH
Lake Forest College	001706	4-yr	Pri-Ind		IL
Lake Forest School of Management	029244	Other	Pri-Ind		IL
Lake Land Community College	007644	2-yr	Public		IL
Lake Michigan College	002277	2-yr	Public		MI
Lake Superior State College	002293	4-yr	Public		MI
Lake Tahoe Community College	012907	2-yr	Public		CA
Lake-Sumter Community College	001502	2-yr	Public		FL
Lakeland Community College	006804	2-yr	Public		OH
Lamar University	003581	Univ	Public	Main	TX
Lambuth College	003498	4-yr	Pri-Rel		TN
Lancaster Bible College	003285	4-yr	Pri-Ind		PA
Lander College	003435	4-yr	Public		SC
Lane Community College	003196	2-yr	Public		OR
Laney College	001266	2-yr	Public	Campus	CA
Langston University	003157	Univ	Public		OK
Laramie County Community College	009259	2-yr	Public		WY
Laredo Junior College	003582	2-yr	Public		TX
Laredo State University	009651	Univ	Public	Campus	TX
Lasell Junior College	002158	2-yr	Pri-Ind		MA
Lawrence University	003856	4-yr	Pri-Ind		WI
Le Moyne College	002748	4-yr	Pri-Ind		NY
Lees College	001970	2-yr	Pri-Rel		KY
Lees-McRae College	002939	2-yr	Pri-Rel		NC
Lehigh County Community College	006810	2-yr	Public		PA
Lehigh University	003289	Univ	Pri-Ind		PA
Lesley College	002160	4-yr	Pri-Ind		MA
Lewis University	001707	Univ	Pri-Rel		IL
Lewis and Clark College	003197	4-yr	Pri-Ind		OR
Lewis and Clark Community College	010020	2-yr	Public		IL
Lewis-Clark State College	001621	4-yr	Public		ID
Liberty Baptist College	010392	4-yr	Pri-Rel		VA
Limestone College	003436	4-yr	Pri-Ind		SC
Lincoln Christian College and Seminary	001708	4-yr	Pri-Rel		IL
Lincoln Land Community College	007170	2-yr	Public		IL

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Lincoln Memorial University	003502	4-yr	Pri-Ind		TN
Lindsey Wilson College	001972	2-yr	Pri-Rel		KY
Linfield College	003198	4-yr	Pri-Rel	Office	OR
Linn-Benton Community College	006938	2-yr	Public		OR
Livingstone College	002942	4-yr	Pri-Rel		NC
Lock Haven University	003323	Univ	Public	Campus	PA
Lon Morris College	003585	2-yr	Pri-Rel		TX
Longview Community College	009140	2-yr	Public	Campus	MO
Longwood College	003719	4-yr	Public		VA
Lorain County Community College	003068	2-yr	Public		OH
Loras College	001873	4-yr	Pri-Rel		IA
Loretto Heights College	001356	2-yr	Pri-Ind		CO
Los Angeles College of Chiropractic	001229	4-yr	Pri-Ind		CA
Los Rios Community College	001231	2-yr	Public	Office	CA
Louisiana Stae University, Alexandria	002011	2-yr	Public	Campus	LA
Louisiana State University Medical Center	002014	Med	Public	Campus	LA
Louisiana State University, Agricultural and Mechanical College	002010	Univ	Public	Main	LA
Louisiana State University, Shreveport	002013	Univ	Public	Campus	LA
Louisiana State University, System Office	002009	Univ	Public	Office	LA
Louisville Presbyterian Theological Seminary	001974	Theol	Pri-Rel		KY
Loyola College	002078	4-yr	Pri-Rel		MD
Loyola Marymount University and Law School	011649	Univ	Pri-Ind		CA
Loyola University	002016	Univ	Pri-Rel		LA
Loyola University of Chicago	001710	Univ	Pri-Rel	Office	IL
Lubbock Christian College	003586	4-yr	Pri-Ind		TX
Luther College	001874	4-yr	Pri-Rel		IA
Lutheran Bible Institute, Seattle	029019	2-yr	Pri-Ind		WA
Lutheran Theological Seminary	003292	Theol	Pri-Rel		PA
Lycoming College	003293	4-yr	Pri-Rel		PA
Lyndon State College	003689	4-yr	Public	Campus	VT
MacCormac College	001716	2-yr	Pri-Ind		IL
MacMurray College	001717	4-yr	Pri-Rel		IL
Macalester College	002358	4-yr	Pri-Ind		MN
Macomb Community College	008319	2-yr	Public		MI
Madonna College	002282	4-yr	Pri-Ind		MI
Maine Maritime Academy	002044	4-yr	Public		ME
Malone College	003072	4-yr	Pri-Rel		OH
Manatee Junior College	001504	2-yr	Public		FL
Manchester Community College	001392	2-yr	Public		CT
Manhattan Christian College	001931	4-yr	Pri-Ind		KS
Manhattan College	002758	4-yr	Pri-Ind		NY
Manhattanville College	002760	4-yr	Pri-Ind		NY
Mankato State University	002360	Univ	Public	Campus	MN
Mansfield University	003324	4-yr	Public	Campus	PA
Maple Woods Community College	009139	2-yr	Public	Campus	MO
Maria Regina College	002764	2-yr	Pri-Rel		NY
Marian Court Junior College of Business	006873	2-yr	Pri-Rel		MA
Marietta College	003073	4-yr	Pri-Ind		OH
Marion College	001822	4-yr	Pri-Rel		IN
Marion Technical College	010736	Tech	Public		OH
Marist College	002765	4-yr	Pri-Ind		NY
Marquette University	003863	Univ	Pri-Rel		WI
Marshall University	003815	Univ	Public		WV
Martin College	003504	2-yr	Pri-Rel		TN
Martin Community College	007988	2-yr	Public		NC
Mary Baldwin College	003723	4-yr	Pri-Rel		VA
Mary Washington College	003746	4-yr	Public		VA
Maryknoll School of Theology	002767	Theol	Pri-Ind		NY
Marymount College	002768	4-yr	Pri-Rel		NY
Marymount College of Kansas	001932	4-yr	Pri-Rel		KS
Marymount Palos Verdes College	010474	2-yr	Pri-Ind		CA
Maryville College	003505	4-yr	Pri-Rel		TN
Maryville College, Saint Louis	002482	4-yr	Pri-Ind		MO
Marywood College	003296	4-yr	Pri-Rel		PA
Massachusetts College of Pharmacy and Allied Health Sciences	002165	Other	Pri-Ind		MA
Massachusetts Institute of Technology	002178	Univ	Pri-Ind		MA
Mattatuck Community College	006982	2-yr	Public	Campus	CT
Mayland Technical College	011197	Tech	Public		NC
Maysville Community College	029214	2-yr	Public	Campus	KY
Mayville State College	002993	4-yr	Public		ND
McCook Community College	002552	2-yr	Public	Campus	NE
McHenry County College	007691	2-yr	Public		IL
McNeese State University	002017	Univ	Public		LA
McPherson College	001933	4-yr	Pri-Rel		KS
Medical College of Georgia	001579	Med	Public		GA
Medical University of South Carolina	003438	Med	Public		SC
Meharry Medical College	003506	Med	Pri-Ind		TN
Memphis State University	003509	Univ	Public	Campus	TN
Memphis Theological Seminary	010529	Theol	Pri-Rel		TN
Mendocino College	011672	2-yr	Public		CA
Mennonite Brethren Biblical Seminary	010368	Theol	Pri-Rel		CA
Merced College	001237	2-yr	Public		CA
Mercer University, System Office	008000	Univ	Pri-Rel	Office	GA
Mercy College of Detroit	002286	4-yr	Pri-Rel		MI
Mercyhurst College	003297	4-yr	Pri-Ind		PA
Meredith College	002945	4-yr	Pri-Rel		NC
Meridian Junior College	002413	2-yr	Public		MS
Merrimack College	002120	4-yr	Pri-Rel		MA
Merrimack Valley College	900058	2-yr	Public	Campus	NH
Mesa College	001358	4-yr	Public		CO
Metropolitan Community College, System Office	009137	2-yr	Public	Office	MO
Metropolitan State College	001360	4-yr	Public		CO

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Metropolitan State University	010374	Other	Public	Campus	MN
Metropolitan Technical Community College	012586	2-yr	Public	Office	NE
Miami Christian College	012314	4-yr	Pri-Ind		FL
Miami University	007104	Univ	Public	Main	OH
Miami-Dade Community College	001506	2-yr	Public		FL
Miami-Jacobs Junior College	003076	2-yr	Pri-Ind		OH
Michigan State University	002290	Univ	Public		MI
Michigan Technological University	002292	Univ	Public		MI
Mid Michigan Community College	006768	2-yr	Public		MI
Mid-America Nazarene College	007032	4-yr	Pri-Rel		KS
Mid-South Bible College	009982	4-yr	Pri-Ind		TN
Middle Tennessee State University	003510	Univ	Public		TN
Middlesex Community College	008038	2-yr	Public	Campus	CT
Middlesex County College	002615	2-yr	Public		NJ
Midland College	009797	2-yr	Public		TX
Midland Lutheran College	002553	4-yr	Pri-Rel		NE
Midlands Technical College	003993	2-yr	Public	Main	SC
Midway College	001975	2-yr	Pri-Ind		KY
Midwestern State University	003592	Univ	Public		TX
Miles Community College	002528	2-yr	Public		MT
Millersville University of Pennsylvania	003325	Univ	Public		PA
Millikin University	001724	4-yr	Pri-Ind		IL
Mills College	001238	4-yr	Pri-Ind		CA
Millsaps College	002414	4-yr	Pri-Rel		MS
Milwaukee Area Technical College	003866	Tech	Public	Office	WI
Minneapolis College of Art and Design	002365	4-yr	Pri-Ind		MN
Minnesota Community College, System Office	009346	2-yr	Public	Office	MN
Minot State College	002994	4-yr	Public		ND
Miracosta Community College District	001239	2-yr	Public		CA
Mississippi County Community College	012860	2-yr	Public		AR
Mississippi Gulf Coast Junior College, Jackson County	990043	2-yr	Public	Main	MS
Mississippi Gulf Coast Junior College, Jefferson Davis	990044	2-yr	Public	Main	MS
Mississippi Gulf Coast Junior College, System Office	008763	2-yr	Public	Office	MS
Mississippi State University	002423	Univ	Public		MS
Mississippi University for Women	002422	Univ	Public		MS
Missouri Baptist College	007540	4-yr	Pri-Rel		MO
Missouri Valley College	002489	4-yr	Pri-Rel		MO
Missouri Western State College	002490	4-yr	Public		MO
Mitchell College	001393	2-yr	Pri-Ind		CT
Mitchell Community College	002947	2-yr	Public		NC
Moberly Area Junior College	002491	2-yr	Public		MO
Monmouth College	002616	4-yr	Pri-Ind		NJ
Monroe Community College	002872	2-yr	Public		NY
Monroe County Community College	002294	2-yr	Public		MI
Montana College of Mineral Science and Technology	002531	4-yr	Public	Campus	MT
Montana State University	002532	Univ	Public		MT
Montana University, System Office	029072	Other	Public	Office	MT
Montcalm Community College	002295	2-yr	Public		MI
Montclair State College	002617	Other	Public		NJ
Monterey Institute of International Studies	001241	Other	Pri-Ind		CA
Monterey Peninsula College	001242	2-yr	Public		CA
Montgomery College, System Office	006911	2-yr	Public	Office	MD
Montgomery County Community College	004452	2-yr	Public		PA
Montgomery Technical College	008087	Tech	Public		NC
Montreat-Anderson College	002948	2-yr	Pri-Rel		NC
Moore College of Art	003300	4-yr	Pri-Ind		PA
Moorhead State University	001976	Univ	Public		MN
Moraine Valley Community College	007692	2-yr	Public		IL
Morningside College	001879	4-yr	Pri-Rel		IA
Motlow State Community College	006836	2-yr	Public		TN
Mount Aloysius Junior College	003302	2-yr	Pri-Rel		PA
Mount Angel Seminary	003203	Theol	Pri-Rel		OR
Mount Holyoke College	002192	4-yr	Pri-Ind		MA
Mount Hood Community College	003204	2-yr	Public		OR
Mount Mary College	003869	4-yr	Pri-Ind		WI
Mount Mercy College	001880	4-yr	Pri-Rel		IA
Mount Saint Alphonsus Seminary	002776	Theol	Pri-Rel		NY
Mount Saint Clare College	001881	4-yr	Pri-Rel		IA
Mount Saint Mary's College	002086	4-yr	Pri-Ind		MD
Mount San Jacinto College	001246	2-yr	Public		CA
Mount Senario College	003873	4-yr	Pri-Ind		WI
Mount Vernon College	001452	4-yr	Pri-Ind		DC
Mount Vernon Nazarene College	007085	4-yr	Pri-Rel		OH
Mountain Empire Community College	009629	2-yr	Public	Campus	VA
Muhlenberg College	003304	4-yr	Pri-Rel		PA
Mundelein College, Chicago	001731	4-yr	Pri-Rel		IL
Murray State University	001977	Univ	Public		KY
Muskegon Business College	002296	2-yr	Pri-Ind		MI
Muskegon Community College	002297	2-yr	Public		MI
Muskingum Area Technical College	008133	Tech	Public		OH
Muskingum College	003084	4-yr	Pri-Rel		OH
Napa Valley Community College	990057	2-yr	Public		CA
Nashville State Technical Institute	008145	Tech	Public		TN
Nassau Community College	002873	2-yr	Public		NY
National College	004057	4-yr	Pri-Ind	Office	SD
National College of Education	010268	4-yr	Pri-Ind		IL
Native American Education Services College	029135	4-yr	Pri-Ind	Office	IL
Nazarene Theological Seminary	002494	Theol	Pri-Rel		MO
Nazareth College of Rochester	002779	4-yr	Pri-Ind		NY
Nazareth College, Kalamazoo	002298	4-yr	Pri-Ind		MI
Nebraska Wesleyan University	002555	4-yr	Pri-Ind		NE
Neosho County Community College	001936	2-yr	Public		KS

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Neumann College	003988	4-yr	Pri-Rel		PA
New England Board of Higher Education	990065	Other	Public		MA
New England College	002579	4-yr	Pri-Ind	Main	NH
New England Institute of Technology	007845	4-yr	Pri-Ind		RI
New Hampshire College	002580	4-yr	Pri-Ind		NH
New Hampshire Technical Institute	990077	Tech	Public	Campus	NH
New Hampshire Vocational Technical College	005291	Tech	Public	Campus	NH
New Jersey Institute of Technology	002621	Univ	Public		NJ
New Mexico Junior College	002655	2-yr	Public		NM
New Mexico Military Institute	002656	2-yr	Public		NM
New Mexico State University, Alamogordo	002658	2-yr	Public	Campus	NM
New Mexico State University, Main	002657	Univ	Public	Main	NM
New Mexico State University, San Juan College	002660	2-yr	Public		NM
New River Community College	005223	2-yr	Public		VA
New School for Social Research	002780	Univ	Pri-Ind	Main	NY
New York City Technical College	002696	Tech	Public	Campus	NY
New York Law School	002783	Law	Pri-Ind		NY
Newberry College	003440	4-yr	Pri-Rel		SC
Niagara County Community College	002874	2-yr	Public	Campus	NY
Niagra University	002788	Univ	Pri-Rel		NY
Nicolet College and Technical Institute	008919	2-yr	Public		WI
North Adams State College	002187	4-yr	Public	Campus	MA
North American Baptist Seminary	004056	Theol	Pri-Rel		SD
North Carolina Agricultural and Technical State University	002905	Univ	Public	Campus	NC
North Carolina Central University	002950	Univ	Public	Campus	NC
North Carolina School of the Arts	003981	4-yr	Public	Campus	NC
North Carolina State University	002972	Univ	Public	Campus	NC
North Carolina Wesleyan College	002951	4-yr	Pri-Rel		NC
North Central College	001734	4-yr	Pri-Rel		IL
North Central Technical College	005313	Tech	Public		OH
North Central Technical Institute	005387	Tech	Public	Main	WI
North Dakota State School of Science	002996	2-yr	Public		ND
North Dakota State University	009265	Univ	Public		ND
North Dakota State University, Bottineau	002995	2-yr	Public	Campus	ND
North Harris County College, System Office	011145	2-yr	Public	Office	TX
North Idaho College	001623	2-yr	Public		ID
North Iowa Area Community College	001877	2-yr	Public		IA
North Park College and Theological Seminary	001735	Other	Pri-Rel		IL
North Shore Community College	002173	2-yr	Public	Campus	MA
North Texas State University	003594	Univ	Public	Campus	TX
Northampton County Area Community College	007191	2-yr	Public		PA
Northeast Iowa Technical Institute	004587	Tech	Public		IA
Northeast Louisiana University	002020	Univ	Public		LA
Northeast Technical Community College	011667	2-yr	Public		NE
Northeast Wisconsin Technical Institute	009257	Tech	Public	Campus	WI
Northeastern Illinois University	001693	4-yr	Public		IL
Northeastern Junior College	001361	2-yr	Public		CO
Northeastern Ohio Universities College of Medicine	029045	Med	Public		OH
Northeastern State University	003161	Univ	Public		OK
Northeastern University	002199	Univ	Pri-Ind		MA
Northern Arizona University	001082	Univ	Public		AZ
Northern Essex Community College	002174	2-yr	Public		MA
Northern Illinois University	001737	Univ	Public		IL
Northern Kentucky University	009275	Univ	Public		KY
Northern Michigan University	002301	Univ	Public		MI
Northern Montana College	002533	4-yr	Public	Campus	MT
Northern Nevada Community College	006977	2-yr	Public		NV
Northern State College	003466	4-yr	Public		SD
Northern Virginia Community College, Alexandria	990072	2-yr	Public	Campus	VA
Northern Virginia Community College, Annandale	990073	2-yr	Public	Campus	VA
Northern Virginia Community College, Extended Learning Institute	003727	2-yr	Public	Campus	VA
Northern Virginia Community College, Loudoun	990071	2-yr	Public	Campus	VA
Northern Virginia Community College, Manassas	990070	2-yr	Public	Campus	VA
Northern Virginia Community College, Woodbridge	990074	2-yr	Public	Campus	VA
Northland Pioneer College	011862	2-yr	Public	Office	AZ
Northwest Bible College	002998	4-yr	Pri-Rel		MD
Northwest Community College	003931	2-yr	Public		WY
Northwest Missouri State University	002496	Univ	Public		MO
Northwest Technical College	008677	Tech	Public		OH
Northwestern Connecticut Community College	001398	2-yr	Public		CT
Northwestern Michigan College	002302	2-yr	Public		MI
Northwestern University	001739	Univ	Pri-Ind		IL
Norwalk State Technical College	001400	2-yr	Public		CT
Norwich University	003692	Univ	Pri-Ind		VT
Notre Dame College of Ohio	003085	4-yr	Pri-Rel		OH
Oakland Community College	008760	2-yr	Public		MI
Oakland University	002307	Univ	Public		MI
Oakton Community College	009896	2-yr	Public		IL
Oberlin College	003086	4-yr	Pri-Ind		OH
Ocean County College	002624	2-yr	Public		NJ
Odessa College	003596	2-yr	Public		TX
Oglala Lakota College	029156	2-yr	Public		SD
Ohio College of Podiatric Medicine	003088	Med	Pri-Ind		OH
Ohio Dominican College	003035	4-yr	Pri-Rel		OH
Ohio Northern University	003089	Univ	Pri-Rel		OH
Ohio State University	006883	Univ	Public	Main	OH
Ohio University	003100	Univ	Public	Main	OH
Ohio University, Lancaster	003104	2-yr	Public	Campus	OH
Oklahoma Baptist University	003164	4-yr	Pri-Rel		OK
Oklahoma City Community College	010391	2-yr	Public		OK
Oklahoma College of Osteopathic Medicine and Surgery	011282	Med	Public		OK
Oklahoma State University, Main	003170	Univ	Public	Main	OK

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Old Dominion University	003728	Univ	Public		VA
Olympic College	003784	2-yr	Public		WA
Open Bible College	004601	4-yr	Pri-Rel		IA
Orange Coast College	001250	2-yr	Public	Campus	CA
Orangeburg-Calhoun Technical College	006815	Tech	Public		SC
Oregon Health Sciences University	004882	Med	Public	Campus	OR
Oregon Institute of Technology	003211	4-yr	Public	Campus	OR
Oregon State System of Higher Education	009190	Other	Public	Office	OR
Oregon State University	003210	Univ	Public		OR
Otero Junior College	001362	2-yr	Public		CO
Ottawa University	001937	4-yr	Pri-Rel	Main	KS
Our Lady of Holy Cross College	002023	4-yr	Pri-Rel		LA
Our Lady of the Lake University	003598	Univ	Pri-Ind		TX
Owens Technical College	005753	Tech	Public	Main	OH
Pace University	007970	Univ	Pri-Ind	Office	NY
Pacific Lutheran Theological Seminary	001254	Theol	Pri-Rel		CA
Pacific Lutheran University	003785	Univ	Pri-Rel		WA
Pacific Union College	001258	4-yr	Pri-Ind		CA
Pacific University	003212	Univ	Pri-Rel		OR
Palm Beach Atlantic College	008849	4-yr	Pri-Rel		FL
Palm Beach Junior College, North Campus	001512	2-yr	Public	Campus	FL
Palmer College of Chiropractic	012300	Other	Pri-Ind	Main	IA
Palo Verde College	001259	2-yr	Public		CA
Pan American University	003599	Univ	Public		TX
Pan American University, Brownsville	990047	Other	Public	Campus	TX
Paris Junior College	003601	2-yr	Public		TX
Park College	002498	4-yr	Pri-Rel	Main	MO
Parkland College	007118	2-yr	Public		IL
Parks College of Saint Louis University	003970	4-yr	Pri-Rel	Campus	IL
Passaic County College	009994	2-yr	Public		NJ
Patten College	004490	4-yr	Pri-Rel		CA
Paul Smith's College of Arts and Sciences	002795	2-yr	Pri-Ind		NY
Peace College	002953	2-yr	Pri-Rel		NC
Peirce Junior College	003309	2-yr	Pri-Ind		PA
Penn Valley Community College	002484	2-yr	Public	Campus	MO
Pennsylvania State University	003329	Univ	Public	Office	PA
Pensacola Junior College	001513	2-yr	Public	Campus	FL
Pepperdine University	001264	Univ	Pri-Rel		CA
Peru State College	002559	4-yr	Public		NE
Philadelphia College of Pharmacy and Science	003353	4-yr	Pri-Ind		PA
Philadelphia College of Textiles and Science	003354	4-yr	Pri-Ind		PA
Phillips County Community College	001104	2-yr	Public		AR
Piedmont Technical College	003992	2-yr	Public		SC
Piedmont Virginia Community College	009928	2-yr	Public	Main	VA
Pikes Peak Community College	008896	2-yr	Public		CO
Pikeville College	001980	4-yr	Pri-Rel		KY
Pima Community College	007266	2-yr	Public	Office	AZ
Pioneer Community College	029029	2-yr	Public	Campus	MO
Pittsburg State University	001926	Univ	Public		KS
Pittsburgh Technical Institute	007437	Tech	Pri-Ind		PA
Plymouth State College	002591	4-yr	Public	Campus	NH
Point Loma Nazarene College	001262	4-yr	Pri-Rel		CA
Point Park College	003357	4-yr	Pri-Ind		PA
Polk Community College	001514	2-yr	Public		FL
Portland Community College	003213	2-yr	Public	Office	OR
Portland State University	003216	Univ	Public		OR
Potomac State College of West Virginia University	003829	2-yr	Public	Campus	WV
Pratt Community College/Area Vocational School	001938	2-yr	Public		KS
Presbyterian College	003445	4-yr	Pri-Rel		SC
Presbyterian School of Christian Education	003730	Other	Pri-Rel		VA
Presentation College	003467	2-yr	Pri-Rel		SD
Prince George's Community College	002089	2-yr	Public		MD
Princeton University	002627	Univ	Pri-Ind		NJ
Principia College	001744	4-yr	Pri-Ind		IL
Providence College	003406	4-yr	Pri-Ind		RI
Pueblo Community College	029166	2-yr	Public		CO
Puget Sound College of the Bible	029046	4-yr	Pri-Rel		WA
Purdue University, Calumet	001827	Univ	Public	Campus	IN
Purdue University, North Central	001826	Univ	Public	Campus	IN
Purdue University, West Lafayette	001825	Univ	Public	Main	IN
Queens College	002957	4-yr	Pri-Rel		NC
Queensborough Community College	002697	2-yr	Public	Campus	NY
Quincy College	001745	4-yr	Pri-Rel		IL
Quinnipiac College	001402	4-yr	Pri-Ind		CT
Radford University	003732	Univ	Public		VA
Rainy River Community College	006775	2-yr	Public	Campus	MN
Rand Graduate Institute	010441	Other	Pri-Ind		CA
Randolph-Macon College	003733	4-yr	Pri-Rel		VA
Randolph-Macon Woman's College	003734	4-yr	Pri-Ind		VA
Rappahannock Community College	009160	2-yr	Public	Campus	VA
Reading Area Community College	010388	2-yr	Public		PA
Reed College	003217	4-yr	Pri-Ind		OR
Reformed Bible College	002311	4-yr	Pri-Ind		MI
Reformed Theological Seminary	009193	Theol	Pri-Ind		MS
Regis College	001363	4-yr	Pri-Rel		CO
Rend Lake College	007119	2-yr	Public		IL
Rensselaer Polytechnic Institute	002803	Univ	Pri-Ind		NY
Research Foundation of State University of New York	990005	Other	Public	Office	NY
Rhode Island College	003407	4-yr	Public		RI
Rhode Island School of Design	003409	4-yr	Pri-Ind		RI
Richmond Technical College	005447	Tech	Public		NC
Rider College	002628	4-yr	Pri-Ind		NJ

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Rio Grande College	003116	4-yr	Pri-Ind		OH
Rio Hondo Community College	001269	2-yr	Public		CA
Roane State Community College	009914	2-yr	Public		TN
Roanoke College	003736	4-yr	Pri-Ind		VA
Robert Morris College	003359	4-yr	Pri-Ind		PA
Robeson Technical College	008612	Tech	Public		NC
Rochester Institute of Technology	002806	Univ	Pri-Ind		NY
Rockford College	001748	4-yr	Pri-Ind		IL
Rockhurst College	002499	4-yr	Pri-Rel		MO
Rockingham Community College	002958	2-yr	Public		NC
Rockland Community College	002877	2-yr	Public		NY
Rocky Mountain College	002534	4-yr	Pri-Ind		MT
Rogue Community College	010182	2-yr	Public		OR
Roosevelt University	001749	Univ	Pri-Ind		IL
Rosary College	001750	4-yr	Pri-Rel		IL
Rose State College	009185	2-yr	Public		OK
Rose-Hulman Institute of Technology	001830	4-yr	Pri-Ind		IN
Rosemont College	003360	4-yr	Pri-Rel		PA
Rowan Technical College	005754	Tech	Public	Campus	NC
Russell Sage College	002810	4-yr	Pri-Ind	Main	NY
Rust College	002433	4-yr	Pri-Rel		MS
Rutgers, The State University of New Jersey, System Office	002629	Univ	Public	Office	NJ
Sacramento City College	001233	2-yr	Public	Campus	CA
Sacred Heart University	001403	4-yr	Pri-Ind		CT
Saddleback Community College, System Office	008918	2-yr	Public	Office	CA
Saginaw Valley State College	002314	4-yr	Public		MI
Saint Alphonsus College	001407	4-yr	Pri-Rel		CT
Saint Augustine College	990048	2-yr	Pri-Ind		IL
Saint Augustine's College	002968	4-yr	Pri-Rel		NC
Saint Bonaventure University	002817	Univ	Pri-Ind		NY
Saint Catharine College	001983	2-yr	Pri-Rel		KY
Saint Clair County Community College	002310	2-yr	Public		MI
Saint Cloud State University	002377	Univ	Public	Main	MN
Saint Edward's University	003621	Univ	Pri-Ind		TX
Saint Francis College	002820	4-yr	Pri-Ind		NY
Saint Francis College	003366	4-yr	Pri-Rel		PA
Saint John Fisher College	002821	4-yr	Pri-Ind		NY
Saint John Provincial Seminary	029154	Theol	Pri-Rel		MI
Saint John Vianney College Seminary	008075	Other	Pri-Rel		FL
Saint John's College	002093	4-yr	Pri-Ind	Campus	MD
Saint John's University	002379	Univ	Pri-Rel		MN
Saint John's University	002823	Univ	Pri-Rel		NY
Saint Joseph College	001409	4-yr	Pri-Ind		CT
Saint Joseph's College	001833	4-yr	Pri-Ind		IN
Saint Joseph's College, New York	002825	4-yr	Pri-Ind		NY
Saint Joseph's University	003367	Univ	Pri-Rel		PA
Saint Louis Community College, Florissant Valley	002470	2-yr	Public	Campus	MO
Saint Louis Community College, Forest Park	002471	2-yr	Public	Campus	MO
Saint Louis Community College, Meramec	002472	2-yr	Public	Campus	MO
Saint Louis Community College, System Office	002469	2-yr	Public	Office	MO
Saint Louis University	002506	Univ	Pri-Rel	Main	MO
Saint Mary College	001943	4-yr	Pri-Rel		KS
Saint Mary Seminary	004061	Theol	Pri-Rel		OH
Saint Mary of the Plains College	001914	4-yr	Pri-Rel		KS
Saint Mary's College	001836	4-yr	Pri-Rel		IN
Saint Mary's College	002321	4-yr	Pri-Ind		MI
Saint Mary's College of California	001302	4-yr	Pri-Rel		CA
Saint Mary's College of Maryland	002095	4-yr	Public		MD
Saint Mary's College of O'Fallon	002507	2-yr	Pri-Ind		MO
Saint Mary's University	003623	Univ	Pri-Rel		TX
Saint Michael's College	003694	4-yr	Pri-Rel		VT
Saint Norbert College	003892	4-yr	Pri-Rel		WI
Saint Paul Bible College	002383	4-yr	Pri-Rel		MN
Saint Paul's College	003739	4-yr	Pri-Rel		VA
Saint Peter's College	002638	4-yr	Pri-Ind		NJ
Saint Petersburg Junior College	001528	2-yr	Public	Office	FL
Saint Thomas Aquinas College	002832	4-yr	Pri-Ind		NY
Saint Vincent College	003368	4-yr	Pri-Rel		PA
Saint Vincent Seminary	010651	Theol	Pri-Rel	Campus	PA
Saint Xavier College	001768	4-yr	Pri-Ind		IL
Salem Academy and College	002960	4-yr	Pri-Rel		NC
Salem State College	002188	4-yr	Public		MA
Salisbury State College	002091	4-yr	Public		MD
Salish Kootenai College	029224	2-yr	Pri-Ind		MT
Salve Regina College	003411	4-yr	Pri-Rel		RI
Sam Houston State University	003606	Univ	Public		TX
San Diego Community College, System Office	001273	2-yr	Public	Office	CA
San Diego State University	001151	Univ	Public		CA
San Francisco State University	001154	Univ	Public	Campus	CA
San Joaquin Delta Community College	001280	2-yr	Public		CA
San Jose State University	001155	Univ	Public	Campus	CA
Sangamon State University	009333	Univ	Public		IL
Santa Clarita Community College	990069	2-yr	Public		CA
Savannah State College	001590	4-yr	Public	Campus	GA
Scarritt College	003515	Other	Pri-Rel		TN
School of the Ozarks	990023	4-yr	Pri-Ind		MO
Schoolcraft College	002315	2-yr	Public		MI
Seattle Community College, System Office	010106	2-yr	Public	Office	WA
Seattle Pacific University	003788	Univ	Pri-Rel	Main	WA
Seattle University	003790	Univ	Pri-Rel		WA
Seminole Community College	001520	2-yr	Public		FL
Seton Hill College	003362	4-yr	Pri-Rel		PA

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Shawnee State Community College	012748	Other	Public		OH
Shelby State Community College	010439	2-yr	Public		TN
Shepherd College	003822	4-yr	Public		WV
Shippensburg University	003326	Univ	Public		PA
Siena College	002816	4-yr	Pri-Ind		NY
Siena Heights College	002316	4-yr	Pri-Rel		MI
Sierra College	001290	2-yr	Public		CA
Simpson College	001887	4-yr	Pri-Ind		IA
Sinclair Community College	003119	2-yr	Public		OH
Sioux Falls College	003469	4-yr	Pri-Rel		SD
Skagit Valley College	003792	2-yr	Public		WA
Skidmore College	002814	4-yr	Pri-Ind		NY
Slippery Rock University	003327	Univ	Public	Campus	PA
Smith College	002209	4-yr	Pri-Ind		MA
Snow College	003679	2-yr	Public		UT
Solano Community College	001292	2-yr	Public		CA
Sonoma State University	001156	4-yr	Public	Campus	CA
South Central Community College	008037	2-yr	Public		CT
South Dakota School of Mines and Technology	003470	4-yr	Public	Campus	SD
Southeast Community College, Fairbury	002546	2-yr	Public	Campus	NE
Southeast Community College, Lincoln	007591	2-yr	Public	Campus	NE
Southeast Community College, Milford-Beatrice	004723	2-yr	Public	Campus	NE
Southeast Community College, System Office	029004	2-yr	Public	Office	NE
Southeast Missouri State University	002501	Univ	Public		MO
Southeastern Baptist Theological Seminary	002963	Theol	Pri-Rel		NC
Southeastern Community College	002964	2-yr	Public	Campus	NC
Southeastern Louisiana University	002024	Univ	Public		LA
Southeastern Massachusetts University	002210	Univ	Public		MA
Southern Arkansas University	001107	Univ	Public	Main	AR
Southern Arkansas University, El Dorado	013176	2-yr	Public	Campus	AR
Southern Baptist College	001106	4-yr	Pri-Rel		AR
Southern College of Optometry	003517	Other	Pri-Ind		TN
Southern Connecticut State University	001406	Univ	Public	Campus	CT
Southern Illinois University	001758	Univ	Public	Main	IL
Southern Illinois University, Edwardsville	001759	Univ	Public	Campus	IL
Southern Maine Vocational Technical Institute	005525	Tech	Public		ME
Southern Methodist University	003613	Univ	Pri-Ind		TX
Southern Oregon State College	003219	4-yr	Public	Campus	OR
Southern Seminary Junior College	003738	2-yr	Pri-Ind		VA
Southern State Community College	012870	2-yr	Public		OH
Southern Technical Institute	001570	4-yr	Public		GA
Southern University System	009637	Univ	Public	Office	LA
Southern University, New Orleans	002026	Univ	Public	Campus	LA
Southern Utah State College	003678	4-yr	Public		UT
Southern West Virginia Community College	003816	2-yr	Public		WV
Southwest Baptist University	002502	Univ	Pri-Rel		MO
Southwest Missouri State University	002503	Univ	Public		MO
Southwest State University	002375	4-yr	Public		MN
Southwest Texas Junior College	003614	2-yr	Public		TX
Southwest Texas State University	003615	Univ	Public		TX
Southwest Virginia Community College	007260	2-yr	Public		VA
Southwestern College	001294	2-yr	Public		CA
Southwestern Community College	001857	2-yr	Public		IA
Southwestern Michigan College	002317	2-yr	Public		MI
Southwestern University	001295	Law	Pri-Ind		CA
Southwestern University	003620	4-yr	Pri-Rel		TX
Southwestern, Memphis	003519	4-yr	Pri-Rel		TN
Spalding University	001960	Univ	Pri-Ind		KY
Spartanburg Methodist College	003447	2-yr	Pri-Rel		SC
Spartanburg Technical College	003994	2-yr	Public		SC
Spoon River College	001643	2-yr	Public		IL
Spring Arbor College	002318	4-yr	Pri-Rel		MI
Spring Garden College	003363	4-yr	Pri-Ind		PA
Spring Hill College	001041	4-yr	Pri-Rel		AL
Springfield College	002211	4-yr	Pri-Ind		MA
Springfield Technical Community College	008078	2-yr	Public	Campus	MA
Spurgeon Baptist Bible College	990052	4-yr	Pri-Rel		FL
Standing Rock College	029129	2-yr	Public		ND
Stanford University	001305	Univ	Pri-Ind		CA
Stark Technical College	010881	Tech	Public		OH
State Technical Institute, Knoxville	012693	Tech	Public		TN
State Technical Institute, Memphis	007105	Tech	Public		TN
State University Agricultural and Technical College, Canton	002855	2-yr	Public	Campus	NY
State University of New York	002835	Univ	Public	Office	NY
State University of New York Agricultural and Technical College, Cobleskill	002856	2-yr	Public	Campus	NY
State University of New York Agricultural and Technical College, Farmingdale	002858	2-yr	Public	Campus	NY
State University of New York College of Arts and Science	002845	4-yr	Public	Campus	NY
State University of New York College of Technology, Utica/Rome	006792	Other	Public	Campus	NY
State University of New York College, Brockport	002841	4-yr	Public	Campus	NY
State University of New York College, Buffalo	002842	4-yr	Public	Campus	NY
State University of New York College, Cortland	002843	Univ	Public	Campus	NY
State University of New York College, Fredonia	002844	4-yr	Public	Campus	NY
State University of New York College, Oneonta	002847	4-yr	Public	Campus	NY
State University of New York, Agricultural & Technical College	002854	2-yr	Public	Campus	NY
State University of New York, Binghamton	002836	Univ	Public	Campus	NY
State University of New York, Buffalo	002837	Univ	Public	Campus	NY
State University of New York, Community College of the Finger Lakes	007532	2-yr	Public		NY
State University of New York, Downstate Medical Center	002839	Med	Public	Campus	NY
State University of New York, Empire State College	010286	4-yr	Public	Campus	NY
State University of New York, Oswego	002848	4-yr	Public	Campus	NY
State University of New York, Potsdam	002850	4-yr	Public	Campus	NY
State University of New York, Stony Brook	002838	Univ	Public	Campus	NY

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Stephen F. Austin State University	003624	Univ	Public		TX
Stephens College	002512	4-yr	Pri-Ind		MO
Stockton State College	009345	4-yr	Public	Campus	NJ
Sue Bennett College	001986	2-yr	Pri-Rel		KY
Suffolk University	002218	Univ	Pri-Ind		MA
Sumter Area Technical College	003995	2-yr	Public	Campus	SC
Suomi College	002322	2-yr	Pri-Rel		MI
Susquehanna University	003369	4-yr	Pri-Rel		PA
Sweet Briar College	003742	4-yr	Pri-Ind		VA
Syracuse University	002882	Univ	Pri-Ind		NY
Tabor College	001946	4-yr	Pri-Rel		KS
Tacoma Community College	003796	2-yr	Public		WA
Tallahassee Community College	001533	2-yr	Public		FL
Tarrant County Junior College	008898	2-yr	Public	Office	TX
Technological College of the Municipality of San Juan	010567	2-yr	Public		PR
Temple University	003371	Univ	Public	Office	PA
Tennessee State University	003522	Univ	Public		TN
Tennessee Technological University	003523	Univ	Public		TN
Terra Technical College	008278	2-yr	Public		OH
Texarkana Community College	003628	2-yr	Public		TX
Texas A&I University	003639	Univ	Public	Campus	TX
Texas A&M University	010366	Univ	Public	Campus	TX
Texas A&M University System Offices	003629	Univ	Public	Office	TX
Texas A&M University, Galveston	010298	Univ	Public	Campus	TX
Texas Chiropractic College	003635	Other	Pri-Ind		TX
Texas Christian University	003636	Univ	Pri-Rel		TX
Texas Lutheran College	003641	4-yr	Pri-Rel		TX
Texas State Technical Institute	009225	Tech	Public	Campus	TX
Texas State Technical Institute	009642	Tech	Public	Office	TX
Texas State Technical Institute, Sweetwater	009932	Tech	Public	Campus	TX
Texas State Technical Institution	009933	Tech	Public	Campus	TX
Texas Tech University	003644	Univ	Public	Main	TX
Texas Woman's University	003645	Univ	Public		TX
Thiel College	003376	4-yr	Pri-Rel		PA
Thomas College	002052	4-yr	Pri-Ind		ME
Thomas County Community College	001555	2-yr	Pri-Ind		GA
Thomas Jefferson University	003278	Univ	Pri-Ind		PA
Thomas More College	002001	4-yr	Pri-Rel		KY
Thomas Nelson Community College	006871	2 yr	Public	Campus	VA
Tidewater Community College	003712	2-yr	Public	Campus	VA
Tiffin University	003121	4-yr	Pri-Ind		OH
Tomlinson College	029047	2-yr	Pri-Rel		TN
Tompkins Cortland Community College	006788	2-yr	Public		NY
Towson State University	002099	Univ	Public	Campus	MD
Transylvania University	001987	Univ	Pri-Rel		KY
Treasure Valley Community College	003221	2-yr	Public	Campus	OR
Trenton State College	002642	4-yr	Public		NJ
Trevecca Nazarene College	003526	4-yr	Pri-Rel		TN
Tri-Cities State Technical Institute	029260	Tech	Public		TN
Tri-State University	001839	Univ	Pri-Ind		IN
Trident Technical College	008818	Tech	Public		SC
Trinity College	001414	4-yr	Pri-Ind		CT
Trinity College	001460	4-yr	Pri-Ind		DC
Trinity Lutheran Seminary	003044	Theol	Pri-Rel		OH
Trinity University	003647	Univ	Pri-Ind		TX
Triton College	001773	2-yr	Public		IL
Troy State University, European Region	990064	Univ	Public	Campus	
Troy State University, Montgomery	001049	Univ	Public	Campus	AL
Truckee Meadows Community College	029231	2-yr	Public	Campus	NV
Tufts University	002219	Univ	Pri-Ind		MA
Tulane University	002029	Univ	Pri-Ind		LA
Tyler Junior College	003648	2-yr	Public		TX
Ulster County Community College	002880	2-yr	Public		NY
Uniformed Services University of the Health Sciences	029169	Med	Public		MD
Union College	001988	4-yr	Pri-Rel		KY
Union College	002889	4-yr	Pri-Ind		NY
Union Theological Seminary, Virginia	003743	Theol	Pri-Rel		VA
Union for Experimenting Colleges and Universities	010923	Univ	Pri-Ind		OH
United States Sports Academy	029274	Other	Pri-Ind		AL
United Theological Seminary	003122	Theol	Pri-Rel		OH
United Theological Seminary of the Twin Cities	002386	Theol	Pri-Ind		MN
Unity College	006858	4-yr	Pri-Ind		ME
University System of South Texas	029098	Univ	Public	Office	TX
University of Akron	003123	Univ	Public	Main	OH
University of Alabama	001051	Univ	Public	Campus	AL
University of Alabama, Birmingham	001052	Univ	Public	Campus	AL
University of Alabama, Huntsville	001055	Univ	Public	Campus	AL
University of Alabama, System Office	008004	Univ	Public	Office	AL
University of Alaska, Anchorage	011462	Univ	Public	Campus	AK
University of Alaska, Juneau	011463	Univ	Public	Campus	AK
University of Alaska, System Office	008005	Univ	Public	Office	AK
University of Arizona	001083	Univ	Public		AZ
University of Arkansas, Fayettville	001108	Univ	Public	Campus	AR
University of Arkansas, Little Rock	001101	Univ	Public	Main	AR
University of Arkansas, Medical Sciences	001109	Med	Public	Campus	AK
University of Arkansas, Monticello	001085	Univ	Public		AR
University of Arkansas, Pine Bluff	001086	Univ	Public	Campus	AR
University of Baltimore	002102	Univ	Public		MD
University of Bridgeport	001416	Univ	Pri-Ind		CT
University of California, Berkeley	001312	Univ	Public	Campus	CA
University of California, Davis	001313	Univ	Public	Campus	CA
University of California, Riverside	001316	Univ	Public	Campus	CA

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
University of California, San Diego	001317	Univ	Public	Campus	CA
University of California, San Francisco	001319	Univ	Public	Campus	CA
University of California, Santa Barbara	001320	Univ	Public	Campus	CA
University of Central Arkansas	001092	Univ	Public		AR
University of Central Florida	003954	Univ	Public	Campus	FL
University of Charleston	003818	Univ	Pri-Ind		WV
University of Chicago	001774	Univ	Pri-Ind		IL
University of Cincinnati, System Office	008039	Univ	Public	Office	OH
University of Colorado Health Sciences Center	004508	Med	Public	Campus	CO
University of Colorado, Boulder	001370	Univ	Public	Campus	CO
University of Colorado, Colorado Springs	004509	4-yr	Public	Campus	CO
University of Colorado, Denver	006740	Univ	Public	Campus	CO
University of Colorado, System Office	007996	Univ	Public	Office	CO
University of Connecticut	029013	Univ	Public		CT
University of Connecticut, Health Center	009030	Med	Public	Campus	CT
University of Dallas	003651	Univ	Pri-Rel		TX
University of Dayton	003127	Univ	Pri-Rel		OH
University of Delaware	001431	Univ	Public		DE
University of Denver	001371	Univ	Pri-Ind		CO
University of Detroit	002323	Univ	Pri-Rel		MI
University of Dubuque	001891	4-yr	Pri-Rel		IA
University of Evansville	001795	Univ	Pri-Rel		IN
University of Florida	001535	Univ	Public	Campus	FL
University of Georgia	001598	Univ	Public	Campus	GA
University of Guam	003935	Univ	Public		GU
University of Hartford	001422	Univ	Pri-Ind		CT
University of Hawaii Community College, System Office	990040	2-yr	Public	Office	HI
University of Hawaii, Hilo	029020	4-yr	Public	Main	HI
University of Hawaii, Honolulu Community College	001612	2-yr	Public	Campus	HI
University of Hawaii, Kapiolani Community College	001613	2-yr	Public	Campus	HI
University of Hawaii, Kauai Community College	001614	2-yr	Public	Campus	HI
University of Hawaii, Leeward Community College	004549	2-yr	Public	Campus	HI
University of Hawaii, Manoa	001610	4-yr	Public	Main	HI
University of Hawaii, Maui Community College	001615	2-yr	Public	Campus	HI
University of Hawaii, Systems Office	007885	Univ	Public	Office	HI
University of Hawaii, West Oahu College	029102	4-yr	Public	Main	HI
University of Hawaii, Windward Community College	010390	2-yr	Public	Campus	HI
University of Houston, Central	003652	Univ	Public	Campus	TX
University of Houston, Clear Lake	011711	Univ	Public	Campus	TX
University of Houston, Downtown	012826	Univ	Public	Campus	TX
University of Houston, Victoria	013231	Other	Public	Campus	TX
University of Idaho	001626	Univ	Public		ID
University of Illinois	001775	Univ	Public	Campus	IL
University of Illinois, Chicago	001776	Univ	Public	Campus	IL
University of Illinois, System Office	008001	Univ	Public	Office	IL
University of Iowa	001892	Univ	Public		IA
University of Kansas Medical Center	004605	Med	Public	Campus	KS
University of Kansas, Lawrence	029002	Univ	Public	Main	KS
University of Kentucky	001989	Univ	Public	Main	KY
University of LaVerne	001216	Univ	Pri-Rel		CA
University of Louisville	001999	Univ	Public		KY
University of Lowell	002161	Univ	Public		MA
University of Maine, Augusta	006760	2-yr	Public	Campus	ME
University of Maine, Farmington	002040	4-yr	Public	Campus	ME
University of Maine, Fort Kent	002041	Univ	Public	Campus	ME
University of Maine, Machias	002045	Univ	Public	Campus	ME
University of Maine, Orono	002053	Univ	Public	Main	ME
University of Maine, Presque Isle	002033	Univ	Public	Campus	ME
University of Maine, System Office	008012	Univ	Public	Office	ME
University of Mary Hardin-Baylor	003588	Univ	Pri-Rel		TX
University of Maryland Eastern Shore	002106	Univ	Public		MD
University of Maryland, Baltimore	002104	Med	Public	Campus	MD
University of Maryland, Baltimore County	002105	Univ	Public	Campus	MD
University of Maryland, College Park	002103	Univ	Public	Campus	MD
University of Maryland, System Office	007959	Univ	Public	Office	MD
University of Massachusetts Medical Center	009756	Med	Public	Campus	MA
University of Massachusetts, Amherst	002221	Univ	Public	Campus	MA
University of Medicine and Dentistry of New Jersey	002620	Other	Public	Office	NJ
University of Miami	001536	Univ	Pri-Ind		FL
University of Michigan, Ann Arbor	009092	Univ	Public	Main	MI
University of Michigan, Dearborn	002326	Univ	Public	Campus	MI
University of Michigan, Flint	002327	Univ	Public	Campus	MI
University of Minnesota Technical College	004069	2-yr	Public	Campus	MN
University of Minnesota, Duluth	002388	Univ	Public	Campus	MN
University of Minnesota, Morris	002389	4-yr	Public	Campus	MN
University of Minnesota, System Office	003969	Univ	Public	Office	MN
University of Mississippi	002440	Univ	Public	Main	MS
University of Mississippi, Medical Center	004688	Med	Public	Campus	MS
University of Missouri, Columbia	002516	Univ	Public	Campus	MO
University of Missouri, Kansas City	002518	Univ	Public	Campus	MO
University of Missouri, Rolla	002517	Univ	Public	Campus	MO
University of Missouri, Saint Louis	002519	Univ	Public	Campus	MO
University of Missouri, System Office	002515	Univ	Public	Office	MO
University of Montana	002536	Univ	Public	Campus	MT
University of Montevallo	001004	Univ	Public		AL
University of Nebraska, Lincoln	002565	Univ	Public	Main	NE
University of Nebraska, Medical Center	006895	Med	Public	Main	NE
University of Nebraska, Omaha	002554	Univ	Public	Campus	NE
University of Nevada, Reno	002568	Univ	Public	Main	NV
University of Nevada, System Office	008025	Univ	Public	Office	NV
University of New Hampshire	002589	Univ	Public	Campus	NH
University of New Hampshire, System Office	008027	Other	Public	Office	NH

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
University of New Mexico	010313	Univ	Public		NM
University of New Mexico, Gallup	006881	2-yr	Public	Campus	NM
University of North Alabama	001016	Univ	Public		AL
University of North Carolina, Asheville	002907	Univ	Public	Campus	NC
University of North Carolina, Chapel Hill	002974	Univ	Public	Campus	NC
University of North Carolina, Greensboro	002976	Univ	Public	Campus	NC
University of North Carolina, Wilmington	002984	Univ	Public	Campus	NC
University of North Dakota	003005	Univ	Public		ND
University of North Florida	009841	Univ	Public	Office	FL
University of Northern Colorado	001349	Univ	Public		CO
University of Northern Iowa	001890	Univ	Public		IA
University of Notre Dame	001840	Univ	Pri-Ind		IN
University of Oklahoma	003184	Univ	Public	Main	OK
University of Oregon	003223	Univ	Public		OR
University of Pennsylvania	003378	Univ	Pri-Ind		PA
University of Phoenix	029143	Univ	Pri-Ind	Office	AZ
University of Puerto Rico, Arecibo Technological University College	007228	4-yr	Public	Campus	PR
University of Puerto Rico, La Montana Regional College	990054	2-yr	Public	Campus	PR
University of Puerto Rico, Ponce Technological University College	990051	2-yr	Public	Campus	PR
University of Puerto Rico, Regional College of Aquadilla	990038	2-yr	Public	Campus	PR
University of Puget Sound	003797	Univ	Pri-Ind		WA
University of Redlands	001322	Univ	Pri-Ind		CA
University of Rhode Island	003414	Univ	Public	Main	RI
University of Richmond	003744	Univ	Pri-Rel		VA
University of Rochester	002894	Univ	Pri-Ind		NY
University of Saint Thomas	003654	Univ	Pri-Ind		TX
University of San Diego	010395	Univ	Pri-Rel		CA
University of Santa Clara	001326	Univ	Pri-Rel		CA
University of Science and Arts of Oklahoma	003167	4-yr	Public		OK
University of Scranton	003384	Univ	Pri-Rel		PA
University of South Alabama	001057	Other	Public		AL
University of South Carolina	008049	Univ	Public	Office	SC
University of South Carolina, Aiken	003449	4-yr	Public	Campus	SC
University of South Dakota	003474	Univ	Public	Main	SD
University of South Florida	001537	Univ	Public		FL
University of Southern California	001328	Univ	Pri-Ind		CA
University of Southern Colorado	001365	Univ	Public		CO
University of Southern Maine	009762	Univ	Public	Campus	ME
University of Southern Mississippi	002441	Univ	Public	Main	MS
University of Southwestern Louisiana	002031	Univ	Public		LA
University of Steubenville	003036	Univ	Pri-Rel		OH
University of Tampa	001538	Univ	Pri-Ind		FL
University of Tennessee, Center for the Health Sciences	006725	Med	Public	Campus	TN
University of Tennessee, Chattanooga	003529	Univ	Public	Campus	TN
University of Tennessee, Institute of Agriculture	990008	Univ	Public	Campus	TN
University of Tennessee, Knoxville	003530	Univ	Public	Campus	TN
University of Tennessee, Martin	003531	Univ	Public	Campus	TN
University of Tennessee, System Office	008051	Univ	Public	Office	TN
University of Texas M. D. Anderson Hospital and Tumor Institute	990037	Med	Public	Campus	TX
University of Texas, Arlington	003656	Univ	Public		TX
University of Texas, Austin	003658	Univ	Public	Campus	TX
University of Texas, Dallas	009741	Other	Public	Campus	TX
University of Texas, El Paso	003661	Univ	Public	Campus	TX
University of Texas, Health Science Center, San Antonio	003659	Med	Public	Main	TX
University of Texas, Medical Branch	004952	Med	Public	Campus	TX
University of Texas, Permian Basin	009930	Other	Public	Campus	TX
University of Texas, System Office	003655	Univ	Public	Office	TX
University of Texas, Tyler	029164	Other	Public	Campus	TX
University of Toledo	003131	Univ	Public		OH
University of Utah	003675	Univ	Public		UT
University of Vermont	003696	Univ	Public		VT
University of Virginia	006968	Other	Public		VA
University of Washington	003798	Univ	Public		WA
University of West Florida	003955	Univ	Public	Campus	FL
University of Wisconsin, La Crosse	003919	Univ	Public	Campus	WI
University of Wisconsin, Eau Claire	003917	Univ	Public	Campus	WI
University of Wisconsin, Green Bay	003899	Univ	Public	Campus	WI
University of Wisconsin, Madison	003895	Univ	Public	Main	WI
University of Wisconsin, Milwaukee	003896	Univ	Public	Campus	WI
University of Wisconsin, Oshkosh	009630	Univ	Public	Campus	WI
University of Wisconsin, Parkside	005015	Univ	Public	Campus	WI
University of Wisconsin, Platteville	003921	Univ	Public	Campus	WI
University of Wisconsin, Stevens Point	003924	Univ	Public	Campus	WI
University of Wisconsin, Stout	003915	Univ	Public	Campus	WI
University of Wisconsin, Superior	003925	Univ	Public	Campus	WI
University of Wisconsin, System Office	003894	Univ	Public	Office	WI
University of Wisconsin, Whitewater	003926	Univ	Public	Campus	WI
University of Wyoming	003932	Univ	Public		WY
University of Wyoming, Western Research Institute	990055	Other	Public		WY
University of the District of Columbia	990068	Univ	Public		DC
University of the Pacific	001329	4-yr	Pri-Rel	Main	CA
University of the South	003534	Other	Pri-Rel		TN
Univesity of Texas, San Antonio	010115	Univ	Public	Campus	TX
Ursuline College	003134	4-yr	Pri-Rel		OH
Utah Technical College at Salt Lake	005220	2-yr	Public		UT
Utah Technical College, Provo/Orem	004027	Tech	Public		UT
Utica College of Syracuse University	002883	4-yr	Pri-Ind	Campus	NY
Valdosta State College	001599	4-yr	Public		GA
Valencia Community College	006750	2-yr	Public		FL
Valley City State College	003008	4-yr	Public	Campus	ND
Valley Forge Military Junior College	003386	2-yr	Pri-Ind		PA
Valparaiso University Association	001842	Univ	Pri-Rel		IN

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Vanderbilt University	003535	Univ	Pri-Ind		TN
Vassar College	002895	4-yr	Pri-Ind		NY
Vennard College	001894	4-yr	Pri-Ind		IA
Vermont Technical College	003698	2-yr	Public	Campus	VT
Victor Valley College	001335	2-yr	Public		CA
Victoria College	003662	2-yr	Public		TX
Villa Maria College	003387	4-yr	Pri-Rel		PA
Villanova University	003388	Univ	Pri-Rel		PA
Vincennes University	001843	2-yr	Public		IN
Virginia Commonwealth University	003735	Univ	Public		VA
Virginia Highlands Community College	007099	2-yr	Public		VA
Virginia Intermont College	003752	4-yr	Pri-Rel	Main	VA
Virginia Polytechnic Institute and State University	003754	Univ	Public		VA
Virginia State Community College, System Office	008904	2-yr	Public	Office	VA
Virginia State University	003764	Univ	Public		VA
Virginia Wesleyan College	003767	4-yr	Pri-Rel		VA
Viterbo College	003911	4-yr	Pri-Rel		WI
Volunteer State Community College	009912	2-yr	Public		TN
Wagner College	002899	4-yr	Pri-Ind		NY
Wake Forest University	002978	Univ	Pri-Rel		NC
Wake Technical College	004844	2-yr	Public		NC
Waldorf College	001895	2-yr	Pri-Rel		IA
Wallace State Community College	007871	2-yr	Public		AL
Walsh College	003135	4-yr	Pri-Rel		OH
Walsh College of Accountancy & Business Administration	004071	Other	Pri-Ind		MI
Walters State Community College	008863	2-yr	Public		TN
Warner Pacific College	003225	4-yr	Pri-Rel		OR
Warner Southern College	008848	4-yr	Pri-Rel		FL
Warren Wilson College	002979	4-yr	Pri-Rel		NC
Wartburg Theological Seminary	001897	Theol	Pri-Rel		IA
Washburn University of Topeka	001949	Univ	Public		KS
Washington State University	003800	Univ	Public	Main	WA
Washington Technical College	010453	2-yr	Public		OH
Washington Theological Union	010065	Theol	Pri-Rel		MD
Washington University, Saint Louis	002520	Univ	Pri-Ind		MO
Washington and Jefferson College	003389	4-yr	Pri-Ind		PA
Washington and Lee University	003768	Univ	Pri-Ind		VA
Waubonsee Community College	006931	2-yr	Public		IL
Waukesha County Technical Institute	009258	Tech	Public		WI
Waycross Junior College	029028	2-yr	Public		GA
Wayne State College	002566	4-yr	Public	Campus	NE
Wayne State University	002329	Univ	Public		MI
Webb Institute of Naval Architecture	002900	4-yr	Pri-Ind		NY
Weber State College	003680	4-yr	Public	Campus	UT
Wellesey College	002224	4-yr	Pri-Ind		MA
Wells College	002901	4-yr	Pri-Ind		NY
Wenatchee Valley College	003801	2-yr	Public		WA
Wentworth Institute of Technology	029099	4-yr	Pri-Ind		MA
Wesley Theological Seminary	001464	Theol	Pri-Rel		DC
Wesleyan College	001600	4-yr	Pri-Rel		GA
Wesleyan University	001424	Univ	Pri-Ind		CT
West Chester University	003328	Univ	Public	Campus	PA
West Coast Christian College	009818	4-yr	Pri-Rel		CA
West Coast University	001336	Univ	Pri-Ind	Main	CA
West Georgia College	001601	4-yr	Public		GA
West Liberty State College	003823	4-yr	Public		WV
West Texas State University	003665	Univ	Public		TX
West Virginia Board of Regents	990067	Other	Public	Office	WV
West Virginia College of Graduate Studies	006869	Other	Public		WV
West Virginia Institute of Technology	003825	4-yr	Public	Campus	WV
West Virginia Network for Educational Telecomputing	990061	Other	Public		WV
West Virginia School of Osteopathic Medicine	011254	Med	Public		WV
West Virginia State College	003826	4-yr	Public		WV
West Virginia University	003827	Univ	Public		WV
West Virginia Wesleyan College	003830	4-yr	Pri-Rel		WV
Westark Community College	001110	2-yr	Public		AR
Westbrook College	002056	Other	Pri-Ind		ME
Westchester Community College	002881	2-yr	Public	Campus	NY
Western Baptist College	001339	4-yr	Pri-Rel		OR
Western Carolina University	002981	Univ	Public	Campus	NC
Western Conservative Baptist Seminary	007178	Theol	Pri-Rel		OR
Western Illinois University	001780	Univ	Public		IL
Western Interstate Commission for Higher Education	990060	Other	Public		CO
Western Kentucky University	002002	Univ	Public		KY
Western Maryland College	002109	4-yr	Pri-Ind		MD
Western Michigan University	002330	Univ	Public		MI
Western Montana College	002537	4-yr	Public	Campus	MT
Western Nevada Community College	010363	2-yr	Public	Campus	NV
Western New Mexico University	002664	Univ	Public		NM
Western Oklahoma State College	003146	2-yr	Public		OK
Western Oregon State College	003209	4-yr	Public	Campus	OR
Western Piedmont Community College	002982	2-yr	Public	Campus	NC
Western Technical Community College	990053	2-yr	Public	Main	NE
Western Texas College	009549	2-yr	Public		TX
Western Washington University	003802	Univ	Public		WA
Westfield State College	002189	4-yr	Public		MA
Westmar College	001899	4-yr	Pri-Rel		IA
Westminster College	003392	4-yr	Pri-Ind		PA
Westminster College	003681	4-yr	Pri-Ind		UT
Westminster Theological Seminary	003393	Theol	Pri-Ind		PA
Westmont College	001341	4-yr	Pri-Ind		CA
Westmoreland County Community College	010176	2-yr	Public	Main	PA

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Wheaton College	001781	4-yr	Pri-Rel		IL
Wheaton College	002227	4-yr	Pri-Ind		MA
Wheeling College	003831	4-yr	Pri-Rel		WV
Wheelock College	002228	4-yr	Pri-Ind		MA
Whitman College	003803	4-yr	Pri-Ind		WA
Whittier College	001342	4-yr	Pri-Ind		CA
Whitworth College	003804	4-yr	Pri-Rel		WA
Wichita State University	001950	Univ	Public		KS
Widener University, Systems Office	029292	Univ	Pri-Ind	Office	PA
Wilberforce University	003141	4-yr	Pri-Rel		OH
Wilkes College	003394	4-yr	Pri-Ind		PA
Willamette University	003227	Univ	Pri-Ind		OR
William Jewell College	002524	4-yr	Pri-Rel		MO
William M. Scholl College of Pediatric Medicine	990046	Med	Pri-Ind		IL
William Marsh Rice University	003604	Univ	Pri-Ind		TX
William Paterson College of New Jersey	002625	4-yr	Public		NJ
William Rainey Harper College	003961	2-yr	Public		IL
William Woods College	002525	4-yr	Pri-Ind		MO
Williams College	002229	4-yr	Pri-Ind		MA
Williamsburg Technical College	009322	2-yr	Public		SC
Willmar Community College	002392	2-yr	Public	Campus	MN
Wilmington College	003142	4-yr	Pri-Rel	Main	OH
Wilson County Technical Institute	004845	Tech	Pri-Rel		NC
Winona State University	002394	Univ	Public	Campus	MN
Winthrop College	003456	4-yr	Public		SC
Wittenberg University	003143	Univ	Pri-Rel		OH
Wofford College	003457	4-yr	Pri-Rel		SC
Wood Junior College	002448	2-yr	Pri-Rel		MS
Wor-Wic Tech Community College	029053	2-yr	Public		MD
Worcester Polytechnic Institute	002233	4-yr	Pri-Ind		MA
Wright State University, System Office	003078	Univ	Public	Office	OH
Wytheville Community College	003761	2-yr	Public		VA
Xavier University	003144	Univ	Pri-Rel		OH
Yakima Valley Community College	003805	2-yr	Public	Campus	WA
Yavapai College	001079	2-yr	Public	Main	AZ
Yuba Community College District	001344	2-yr	Public	Main	CA

Secondary Positions

(Tables 59-66)

Table 59
ALL INSTITUTIONS SUMMARY (SECONDARY)

MEASURE: Salary. **CLASSIFICATION(S):** Not specified. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1984/85 BUDGET RANGE:** Not specified. **CASES SELECTED:** 1,277.

POS	TITLE	MED	Q1	Q3	N
200.0	Assistant to the President of a System/District/Multi-Campus	$39,294	$32,000	$49,700	81
201.0	Assistant to the President/Single Institution	$34,573	$26,071	$43,491	483
202.0	Associate Director, Personnel/Human Resources	$30,500	$24,000	$36,968	201
203.0	Manager, Payroll	$22,800	$18,556	$29,200	441
204.0	Manager, Benefits	$24,036	$20,000	$30,839	226
205.0	Manager, Training and Development	$27,500	$22,000	$32,259	124
206.0	Manager, Employee Relations	$30,776	$24,640	$35,970	96
207.0	Manager, Employment	$26,000	$20,920	$30,839	197
208.0	Manager, Wage and Salary/Manager, Compensation	$27,792	$22,776	$32,887	166
209.0	Manager, Personnel Information Systems	$27,252	$21,476	$33,650	81
210.0	Associate Director, Affirmatv Action/Equal Employment	$27,300	$23,130	$31,000	65
211.0	Director, Health and Safety	$31,657	$26,000	$40,000	149
212.0	Associate Budget Director	$32,500	$27,172	$40,180	130
213.0	Associate General Counsel	$40,921	$32,250	$49,000	60
214.0	Associate Director, Computer Center	$33,057	$26,569	$39,590	150
215.0	Associate Director, Computer Center Operations/Academic	$34,817	$28,194	$42,984	106
216.0	Associate Director, Computer Center Operations/Administrative	$36,619	$31,377	$42,480	112
217.0	Associate Bursar	$22,172	$18,000	$27,700	81
218.0	Associate Director, Physical Plant/Facilities Management	$30,780	$24,672	$36,360	388
219.0	Manager, Landscape and Grounds	$22,976	$19,500	$27,450	403
220.0	Manager, Building Maintenance Trades	$26,973	$23,000	$31,000	344
221.0	Manager, Technical Trades	$28,075	$24,140	$31,815	156
222.0	Manager, Custodial Services	$22,224	$18,312	$27,500	480
223.0	Manager, Power Plant	$28,150	$24,141	$34,212	208
224.0	Director, Telecommunications	$30,214	$24,257	$40,000	166
225.0	Associate Director, Purchasing	$25,980	$21,837	$30,630	163
226.0	Associate Director, Food Services	$26,400	$20,502	$31,896	122
227.0	Associate Registrar	$26,105	$21,000	$31,600	290
228.0	Assistant Registrar	$20,100	$16,750	$23,904	346
229.0	Associate Director, Student Housing	$25,293	$19,739	$30,479	154
230.0	Housing Officer/Administrative Operations	$25,566	$21,033	$28,700	91
231.0	Housing Officer/Residence Life	$20,890	$16,200	$27,560	195
232.0	Housing Officer/Family Housing	$24,000	$19,212	$28,434	59
233.0	Associate Director, Student Union	$23,818	$19,590	$28,920	130
234.0	Student Union Business Manager	$24,868	$20,205	$28,650	65
235.0	Associate Director, Admissions	$25,000	$21,000	$30,120	412
236.0	Assistant Director, Admissions	$19,838	$16,400	$23,493	439
237.0	Associate Director, Institutional Research	$29,624	$24,128	$36,168	91
238.0	Director, Conferences	$27,312	$22,745	$34,200	151
239.0	Director, Annual Giving	$28,000	$22,143	$33,600	259
240.0	Director, Corporate/Foundation Relations	$31,425	$26,712	$36,380	161
241.0	Coordinator, Resource Development	$23,840	$19,928	$30,251	98
242.0	Director, Estate Planning	$33,800	$26,828	$41,400	90
243.0	Associate Director, Publications	$21,900	$18,170	$25,804	83
244.0	Associate Director, Bookstore	$19,908	$15,715	$24,672	123
245.0	Associate Director, Student Counseling	$27,976	$22,616	$33,348	122
246.0	Associate Director, Student Financial Aid	$22,560	$18,298	$27,860	386
247.0	Director, Medical Center Public Relations/Affairs	$36,684	$31,308	$41,513	32
248.0	Director, Medical Center Personnel	$38,299	$32,916	$45,900	35
249.0	Director, Governmental/Legislative Relations	$44,652	$36,000	$52,000	64
250.0	Circulation Librarian	$21,200	$17,050	$26,304	420
251.0	Acquisitions Librarian	$25,000	$19,900	$29,692	439
252.0	Technical Services Librarian	$25,550	$20,145	$31,669	498
253.0	Public Services Librarian	$26,944	$21,478	$33,626	312
254.0	Reference Librarian	$23,580	$19,620	$29,702	579
255.0	Data Base Administrator	$32,650	$27,603	$37,014	122
256.0	Systems Analyst I (highest level)	$29,280	$26,005	$33,275	292
257.0	Systems Analyst II (lowest level)	$24,622	$21,700	$27,260	222
258.0	Programmer Analyst I (highest level)	$24,656	$21,059	$28,338	416
259.0	Programmer Analyst II (lowest level)	$19,980	$17,300	$22,417	388
260.0	Director, Sports Information	$21,516	$17,300	$26,500	352
261.0	Head Coach, Football	$38,237	$29,897	$47,952	373
262.0	Head Coach, Basketball (Men)	$33,822	$27,300	$44,100	547
263.0	Head Coach, Basketball (Women)	$25,067	$21,700	$29,876	449
264.0	Head Coach, Baseball	$27,240	$22,225	$34,000	314
265.0	Head Coach, Tennis (Men)	$27,500	$20,800	$33,600	186
266.0	Head Coach, Tennis (Women)	$23,881	$18,000	$29,360	151
267.0	Head Coach, Soccer (Men)	$26,568	$20,000	$31,333	165
268.0	Head Coach, Soccer (Women)	$24,000	$18,816	$29,680	33

Table 60
ALL UNIVERSITIES (SECONDARY)

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1984/85 BUDGET RANGE:** Not specified. **CASES SELECTED:** 410.

POS	TITLE	MED	Q1	Q3	N
200.0	Assistant to the President of a System/District/Multi-Campus	$45,360	$36,644	$50,900	45
201.0	Assistant to the President/Single Institution	$40,618	$31,489	$48,043	202
202.0	Associate Director, Personnel/Human Resources	$32,683	$26,973	$37,848	116
203.0	Manager, Payroll	$25,320	$20,920	$31,500	255
204.0	Manager, Benefits	$25,000	$20,000	$31,446	164
205.0	Manager, Training and Development	$27,116	$22,000	$31,860	91
206.0	Manager, Employee Relations	$31,416	$24,770	$36,240	75
207.0	Manager, Employment	$26,070	$21,000	$30,960	143
208.0	Manager, Wage and Salary/Manager, Compensation	$27,767	$23,106	$33,600	130
209.0	Manager, Personnel Information Systems	$28,560	$21,476	$35,246	56
210.0	Associate Director, Affirmatv Action/Equal Employment	$27,177	$22,579	$32,000	48
211.0	Director, Health and Safety	$32,500	$26,350	$42,400	122
212.0	Associate Budget Director	$36,000	$30,000	$41,338	90
213.0	Associate General Counsel	$41,000	$34,000	$50,985	54
214.0	Associate Director, Computer Center	$36,795	$30,000	$43,655	74
215.0	Associate Director, Computer Center Operations/Academic	$37,800	$32,032	$44,862	76
216.0	Associate Director, Computer Center Operations/Administrative	$40,225	$36,000	$44,000	73
217.0	Associate Bursar	$26,200	$22,100	$31,000	50
218.0	Associate Director, Physical Plant/Facilities Management	$34,000	$28,950	$40,250	193
219.0	Manager, Landscape and Grounds	$25,000	$21,183	$29,548	218
220.0	Manager, Building Maintenance Trades	$28,744	$24,500	$33,164	186
221.0	Manager, Technical Trades	$29,020	$26,200	$32,760	91
222.0	Manager, Custodial Services	$24,767	$20,922	$30,747	243
223.0	Manager, Power Plant	$28,932	$24,974	$36,228	149
224.0	Director, Telecommunications	$32,580	$25,800	$42,770	122
225.0	Associate Director, Purchasing	$27,658	$23,160	$33,000	117
226.0	Associate Director, Food Services	$28,872	$24,781	$33,987	71
227.0	Associate Registrar	$28,767	$25,162	$32,979	163
228.0	Assistant Registrar	$21,640	$19,150	$25,506	176
229.0	Associate Director, Student Housing	$27,925	$23,007	$32,000	114
230.0	Housing Officer/Administrative Operations	$26,100	$22,200	$29,300	76
231.0	Housing Officer/Residence Life	$23,532	$19,203	$29,299	124
232.0	Housing Officer/Family Housing	$24,000	$19,212	$28,188	57
233.0	Associate Director, Student Union	$25,200	$21,286	$30,144	90
234.0	Student Union Business Manager	$25,000	$20,626	$28,668	62
235.0	Associate Director, Admissions	$28,000	$24,145	$32,500	196
236.0	Assistant Director, Admissions	$22,380	$19,065	$25,536	198
237.0	Associate Director, Institutional Research	$33,000	$27,000	$38,520	61
238.0	Director, Conferences	$28,944	$24,341	$36,000	100
239.0	Director, Annual Giving	$31,000	$26,265	$35,510	138
240.0	Director, Corporate/Foundation Relations	$33,500	$28,896	$39,135	98
241.0	Coordinator, Resource Development	$24,500	$20,303	$30,500	57
242.0	Director, Estate Planning	$36,550	$31,400	$43,680	55
243.0	Associate Director, Publications	$24,885	$21,678	$27,170	45
244.0	Associate Director, Bookstore	$22,932	$19,000	$26,717	72
245.0	Associate Director, Student Counseling	$31,237	$27,100	$35,789	73
246.0	Associate Director, Student Financial Aid	$25,892	$21,500	$29,484	208
247.0	Director, Medical Center Public Relations/Affairs	$37,900	$31,620	$45,000	25
248.0	Director, Medical Center Personnel	$38,137	$33,600	$43,999	28
249.0	Director, Governmental/Legislative Relations	$45,044	$37,500	$54,500	51
250.0	Circulation Librarian	$23,705	$19,834	$27,770	208
251.0	Acquisitions Librarian	$27,079	$22,675	$31,300	231
252.0	Technical Services Librarian	$29,782	$24,715	$35,737	217
253.0	Public Services Librarian	$31,150	$25,125	$36,000	147
254.0	Reference Librarian	$25,914	$22,012	$31,080	261
255.0	Data Base Administrator	$33,500	$29,691	$37,500	80
256.0	Systems Analyst I (highest level)	$29,976	$27,030	$33,695	179
257.0	Systems Analyst II (lowest level)	$24,720	$21,781	$27,250	148
258.0	Programmer Analyst I (highest level)	$25,281	$21,874	$29,485	228
259.0	Programmer Analyst II (lowest level)	$20,250	$18,000	$22,500	209
260.0	Director, Sports Information	$23,316	$19,061	$28,000	245
261.0	Head Coach, Football	$42,568	$34,875	$57,000	224
262.0	Head Coach, Basketball (Men)	$40,500	$31,500	$51,813	296
263.0	Head Coach, Basketball (Women)	$26,667	$23,333	$31,300	251
264.0	Head Coach, Baseball	$28,890	$24,000	$34,080	193
265.0	Head Coach, Tennis (Men)	$28,090	$22,000	$34,615	141
266.0	Head Coach, Tennis (Women)	$22,000	$17,700	$27,867	108
267.0	Head Coach, Soccer (Men)	$26,667	$20,640	$31,641	96
268.0	Head Coach, Soccer (Women)	$22,886	$18,500	$35,459	17

Table 61
PUBLIC UNIVERSITIES SUMMARY (SECONDARY)

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** Not specified. **1984/85 BUDGET RANGE:** Not specified. **CASES SELECTED:** 281.

POS	TITLE	MED	Q1	Q3	N
200.0	Assistant to the President of a System/District/Multi-Campus	$49,500	$39,600	$52,250	39
201.0	Assistant to the President/Single Institution	$41,800	$32,101	$48,313	132
202.0	Associate Director, Personnel/Human Resources	$32,520	$26,592	$37,550	87
203.0	Manager, Payroll	$25,480	$21,612	$32,256	183
204.0	Manager, Benefits	$24,480	$20,264	$30,720	118
205.0	Manager, Training and Development	$25,680	$20,733	$31,423	66
206.0	Manager, Employee Relations	$30,273	$24,372	$36,369	58
207.0	Manager, Employment	$26,204	$21,612	$31,200	99
208.0	Manager, Wage and Salary/Manager, Compensation	$26,635	$22,776	$32,243	94
209.0	Manager, Personnel Information Systems	$23,500	$21,100	$30,839	37
210.0	Associate Director, Affirmatv Action/Equal Employment	$25,759	$22,157	$31,000	35
211.0	Director, Health and Safety	$31,596	$26,148	$41,716	101
212.0	Associate Budget Director	$36,000	$30,139	$41,496	62
213.0	Associate General Counsel	$38,697	$31,919	$45,199	38
214.0	Associate Director, Computer Center	$37,600	$30,610	$43,800	51
215.0	Associate Director, Computer Center Operations/Academic	$37,800	$32,032	$44,106	56
216.0	Associate Director, Computer Center Operations/Administrative	$39,499	$35,340	$43,443	55
217.0	Associate Bursar	$25,100	$20,738	$30,000	34
218.0	Associate Director, Physical Plant/Facilities Management	$33,804	$29,223	$39,554	140
219.0	Manager, Landscape and Grounds	$24,996	$21,260	$29,500	160
220.0	Manager, Building Maintenance Trades	$28,957	$25,168	$32,500	137
221.0	Manager, Technical Trades	$28,931	$25,062	$32,760	67
222.0	Manager, Custodial Services	$24,000	$20,600	$29,995	178
223.0	Manager, Power Plant	$28,150	$24,453	$34,637	116
224.0	Director, Telecommunications	$32,000	$25,700	$42,000	82
225.0	Associate Director, Purchasing	$27,827	$23,160	$31,800	92
226.0	Associate Director, Food Services	$28,267	$24,810	$32,700	53
227.0	Associate Registrar	$29,400	$25,596	$33,000	113
228.0	Assistant Registrar	$23,364	$20,460	$26,450	105
229.0	Associate Director, Student Housing	$28,180	$23,616	$32,049	89
230.0	Housing Officer/Administrative Operations	$26,890	$24,372	$32,472	54
231.0	Housing Officer/Residence Life	$24,186	$20,400	$29,905	85
232.0	Housing Officer/Family Housing	$23,738	$18,298	$28,434	50
233.0	Associate Director, Student Union	$26,028	$21,864	$30,948	74
234.0	Student Union Business Manager	$26,120	$22,579	$29,238	54
235.0	Associate Director, Admissions	$29,167	$25,732	$32,858	116
236.0	Assistant Director, Admissions	$23,500	$20,659	$25,990	126
237.0	Associate Director, Institutional Research	$33,140	$27,216	$41,012	51
238.0	Director, Conferences	$30,984	$25,591	$37,115	73
239.0	Director, Annual Giving	$30,013	$24,772	$34,200	60
240.0	Director, Corporate/Foundation Relations	$32,500	$28,000	$39,168	36
241.0	Coordinator, Resource Development	$26,540	$21,605	$30,013	24
242.0	Director, Estate Planning	$34,157	$31,400	$43,336	18
243.0	Associate Director, Publications	$22,458	$21,594	$26,935	33
244.0	Associate Director, Bookstore	$22,600	$19,788	$25,648	55
245.0	Associate Director, Student Counseling	$32,775	$27,719	$36,948	53
246.0	Associate Director, Student Financial Aid	$26,250	$22,300	$29,758	142
247.0	Director, Medical Center Public Relations/Affairs	$34,980	$30,051	$38,000	15
248.0	Director, Medical Center Personnel	$38,299	$35,000	$43,999	18
249.0	Director, Governmental/Legislative Relations	$44,760	$37,450	$50,000	37
250.0	Circulation Librarian	$24,011	$19,914	$28,249	149
251.0	Acquisitions Librarian	$27,552	$23,788	$31,555	166
252.0	Technical Services Librarian	$30,390	$25,815	$36,400	153
253.0	Public Services Librarian	$32,800	$26,630	$37,350	110
254.0	Reference Librarian	$27,421	$22,834	$31,629	177
255.0	Data Base Administrator	$33,141	$29,691	$37,014	58
256.0	Systems Analyst I (highest level)	$29,643	$26,835	$32,820	134
257.0	Systems Analyst II (lowest level)	$24,720	$22,398	$27,000	112
258.0	Programmer Analyst I (highest level)	$24,984	$21,594	$28,808	160
259.0	Programmer Analyst II (lowest level)	$20,281	$17,836	$22,455	147
260.0	Director, Sports Information	$24,450	$20,380	$29,200	170
261.0	Head Coach, Football	$42,355	$35,200	$55,080	173
262.0	Head Coach, Basketball (Men)	$40,176	$32,136	$52,341	212
263.0	Head Coach, Basketball (Women)	$27,000	$23,700	$31,984	195
264.0	Head Coach, Baseball	$28,875	$24,314	$34,325	151
265.0	Head Coach, Tennis (Men)	$27,712	$22,000	$33,824	111
266.0	Head Coach, Tennis (Women)	$21,806	$19,200	$27,600	84
267.0	Head Coach, Soccer (Men)	$27,360	$22,470	$34,121	62
268.0	Head Coach, Soccer (Women)	$22,200	$18,500	$24,000	10

Table 62
PRIVATE UNIVERSITIES SUMMARY (SECONDARY)

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Private Religious, Private Independent. **FTE-ENROLLMENT RANGE:** Not specified. **1984/85 BUDGET RANGE:** Not specified. **CASES SELECTED:** 129.

POS	TITLE	MED	Q1	Q3	N
200.0	Assistant to the President of a System/District/Multi-Campus	$32,700	$25,416	$39,000	6
201.0	Assistant to the President/Single Institution	$38,700	$27,500	$47,500	70
202.0	Associate Director, Personnel/Human Resources	$33,600	$29,590	$40,900	29
203.0	Manager, Payroll	$25,320	$19,646	$30,300	72
204.0	Manager, Benefits	$25,000	$20,000	$33,750	46
205.0	Manager, Training and Development	$30,586	$25,000	$33,400	25
206.0	Manager, Employee Relations	$34,000	$25,800	$35,352	17
207.0	Manager, Employment	$25,100	$18,500	$30,630	44
208.0	Manager, Wage and Salary/Manager, Compensation	$31,313	$24,300	$34,536	36
209.0	Manager, Personnel Information Systems	$36,000	$30,625	$41,000	19
210.0	Associate Director, Affirmatv Action/Equal Employment	$29,550	$25,670	$35,635	13
211.0	Director, Health and Safety	$34,980	$31,250	$43,500	21
212.0	Associate Budget Director	$34,500	$27,500	$40,500	28
213.0	Associate General Counsel	$47,950	$39,450	$60,000	16
214.0	Associate Director, Computer Center	$34,000	$27,000	$42,800	23
215.0	Associate Director, Computer Center Operations/Academic	$35,000	$27,972	$45,045	20
216.0	Associate Director, Computer Center Operations/Administrative	$42,500	$37,200	$45,200	18
217.0	Associate Bursar	$26,200	$23,000	$31,000	16
218.0	Associate Director, Physical Plant/Facilities Management	$36,000	$26,903	$40,500	53
219.0	Manager, Landscape and Grounds	$25,527	$20,945	$30,000	58
220.0	Manager, Building Maintenance Trades	$27,560	$24,500	$34,700	49
221.0	Manager, Technical Trades	$29,365	$27,500	$32,065	24
222.0	Manager, Custodial Services	$26,000	$21,500	$31,100	65
223.0	Manager, Power Plant	$32,476	$28,230	$38,400	33
224.0	Director, Telecommunications	$33,000	$25,500	$47,000	40
225.0	Associate Director, Purchasing	$26,265	$22,800	$33,600	25
226.0	Associate Director, Food Services	$31,200	$24,625	$36,200	18
227.0	Associate Registrar	$27,100	$23,100	$32,000	50
228.0	Assistant Registrar	$20,000	$17,500	$22,537	71
229.0	Associate Director, Student Housing	$26,293	$18,180	$30,300	25
230.0	Housing Officer/Administrative Operations	$23,541	$19,760	$26,000	22
231.0	Housing Officer/Residence Life	$22,654	$17,345	$27,500	39
232.0	Housing Officer/Family Housing	$26,490	$19,212	$27,250	7
233.0	Associate Director, Student Union	$23,513	$19,590	$28,000	16
234.0	Student Union Business Manager	$19,003	$17,025	$19,828	8
235.0	Associate Director, Admissions	$26,000	$21,500	$31,000	80
236.0	Assistant Director, Admissions	$20,125	$16,900	$23,514	72
237.0	Associate Director, Institutional Research	$29,150	$25,475	$36,010	10
238.0	Director, Conferences	$26,000	$21,710	$32,444	27
239.0	Director, Annual Giving	$32,200	$26,650	$36,500	78
240.0	Director, Corporate/Foundation Relations	$34,100	$29,700	$38,500	62
241.0	Coordinator, Resource Development	$23,500	$20,000	$30,500	33
242.0	Director, Estate Planning	$36,800	$31,500	$44,000	37
243.0	Associate Director, Publications	$25,248	$23,200	$27,170	12
244.0	Associate Director, Bookstore	$25,500	$18,600	$28,560	17
245.0	Associate Director, Student Counseling	$29,200	$23,500	$32,250	20
246.0	Associate Director, Student Financial Aid	$23,900	$19,627	$29,000	66
247.0	Director, Medical Center Public Relations/Affairs	$45,000	$40,787	$49,700	10
248.0	Director, Medical Center Personnel	$37,250	$33,600	$48,932	10
249.0	Director, Governmental/Legislative Relations	$48,137	$44,000	$63,600	14
250.0	Circulation Librarian	$22,300	$18,485	$26,488	59
251.0	Acquisitions Librarian	$23,600	$19,900	$29,500	65
252.0	Technical Services Librarian	$26,498	$21,054	$34,000	64
253.0	Public Services Librarian	$27,300	$20,500	$34,000	37
254.0	Reference Librarian	$23,000	$18,677	$29,025	84
255.0	Data Base Administrator	$33,500	$30,000	$39,600	22
256.0	Systems Analyst I (highest level)	$31,900	$27,700	$34,560	45
257.0	Systems Analyst II (lowest level)	$24,336	$20,832	$27,517	36
258.0	Programmer Analyst I (highest level)	$26,000	$22,547	$30,213	68
259.0	Programmer Analyst II (lowest level)	$20,000	$18,400	$22,964	62
260.0	Director, Sports Information	$21,154	$17,472	$26,000	75
261.0	Head Coach, Football	$45,000	$30,508	$62,000	51
262.0	Head Coach, Basketball (Men)	$41,000	$30,000	$51,360	84
263.0	Head Coach, Basketball (Women)	$26,000	$22,000	$29,400	56
264.0	Head Coach, Baseball	$29,000	$21,864	$33,000	42
265.0	Head Coach, Tennis (Men)	$28,000	$21,902	$34,860	30
266.0	Head Coach, Tennis (Women)	$22,430	$13,500	$29,996	24
267.0	Head Coach, Soccer (Men)	$24,373	$18,000	$30,000	34
268.0	Head Coach, Soccer (Women)	$35,459	$18,075	$40,800	7

Table 63
ALL 4 YEAR COLLEGES (SECONDARY)

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1984/85 BUDGET RANGE:** Not specified. **CASES SELECTED:** 433.

POS	TITLE	MED	Q1	Q3	N
200.0	Assistant to the President of a System/District/Multi-Campus	$30,000	$26,000	$37,400	7
201.0	Assistant to the President/Single Institution	$30,000	$22,000	$37,998	156
202.0	Associate Director, Personnel/Human Resources	$22,455	$19,000	$27,560	36
203.0	Manager, Payroll	$18,375	$15,450	$22,000	100
204.0	Manager, Benefits	$21,850	$15,488	$27,830	23
206.0	Manager, Employee Relations	$22,000	$20,945	$25,500	6
207.0	Manager, Employment	$21,594	$16,868	$26,973	13
208.0	Manager, Wage and Salary/Manager, Compensation	$26,400	$14,000	$29,220	8
209.0	Manager, Personnel Information Systems	$24,320	$16,237	$26,170	8
211.0	Director, Health and Safety	$24,550	$19,239	$32,000	12
212.0	Associate Budget Director	$22,228	$18,000	$26,520	15
214.0	Associate Director, Computer Center	$25,000	$20,000	$34,185	43
215.0	Associate Director, Computer Center Operations/Academic	$24,650	$20,225	$31,500	22
216.0	Associate Director, Computer Center Operations/Administrative	$26,600	$21,000	$34,240	26
217.0	Associate Bursar	$17,701	$14,520	$19,000	21
218.0	Associate Director, Physical Plant/Facilities Management	$24,600	$20,000	$30,500	103
219.0	Manager, Landscape and Grounds	$20,684	$16,973	$24,680	109
220.0	Manager, Building Maintenance Trades	$24,176	$21,000	$27,500	82
221.0	Manager, Technical Trades	$26,170	$23,122	$29,800	31
222.0	Manager, Custodial Services	$18,620	$15,475	$23,648	139
223.0	Manager, Power Plant	$27,435	$22,680	$29,533	35
224.0	Director, Telecommunications	$22,000	$16,000	$24,518	17
225.0	Associate Director, Purchasing	$22,886	$19,000	$25,852	15
226.0	Associate Director, Food Services	$20,400	$16,500	$24,920	34
227.0	Associate Registrar	$19,800	$16,000	$25,288	76
228.0	Assistant Registrar	$17,000	$14,400	$20,206	112
229.0	Associate Director, Student Housing	$17,740	$15,273	$22,200	36
230.0	Housing Officer/Administrative Operations	$20,960	$20,093	$22,090	10
231.0	Housing Officer/Residence Life	$16,500	$12,180	$20,000	60
233.0	Associate Director, Student Union	$18,578	$16,000	$23,818	31
235.0	Associate Director, Admissions	$22,044	$18,660	$25,882	181
236.0	Assistant Director, Admissions	$17,300	$15,184	$20,150	193
237.0	Associate Director, Institutional Research	$19,260	$17,500	$28,812	11
238.0	Director, Conferences	$22,000	$18,300	$27,192	38
239.0	Director, Annual Giving	$24,500	$20,000	$29,600	110
240.0	Director, Corporate/Foundation Relations	$27,000	$22,332	$31,510	52
241.0	Coordinator, Resource Development	$18,500	$16,275	$29,450	30
242.0	Director, Estate Planning	$30,000	$23,097	$36,200	31
243.0	Associate Director, Publications	$18,170	$14,800	$19,350	24
244.0	Associate Director, Bookstore	$15,100	$13,000	$17,790	28
245.0	Associate Director, Student Counseling	$22,500	$18,800	$27,169	39
246.0	Associate Director, Student Financial Aid	$18,635	$16,100	$22,000	119
250.0	Circulation Librarian	$17,960	$14,400	$21,600	144
251.0	Acquisitions Librarian	$20,840	$16,006	$26,228	136
252.0	Technical Services Librarian	$21,578	$18,000	$25,535	181
253.0	Public Services Librarian	$22,575	$19,500	$27,000	105
254.0	Reference Librarian	$20,600	$17,800	$25,132	208
255.0	Data Base Administrator	$25,300	$19,462	$29,450	20
256.0	Systems Analyst I (highest level)	$26,220	$22,370	$30,595	45
257.0	Systems Analyst II (lowest level)	$23,250	$19,400	$26,000	34
258.0	Programmer Analyst I (highest level)	$23,500	$20,000	$27,000	90
259.0	Programmer Analyst II (lowest level)	$18,000	$15,286	$21,280	88
260.0	Director, Sports Information	$17,536	$15,000	$20,850	100
261.0	Head Coach, Football	$30,000	$25,570	$36,397	122
262.0	Head Coach, Basketball (Men)	$28,128	$23,400	$34,000	188
263.0	Head Coach, Basketball (Women)	$22,695	$19,200	$26,400	145
264.0	Head Coach, Baseball	$24,031	$19,874	$30,826	86
265.0	Head Coach, Tennis (Men)	$22,118	$15,000	$29,824	32
266.0	Head Coach, Tennis (Women)	$25,333	$23,173	$28,880	29
267.0	Head Coach, Soccer (Men)	$23,526	$18,629	$30,000	61
268.0	Head Coach, Soccer (Women)	$23,648	$20,500	$27,360	14

Table 64
PUBLIC 4 YEAR COLLEGES (SECONDARY)

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** Not specified. **1984/85 BUDGET RANGE:** Not specified. **CASES SELECTED:** 97.

POS	TITLE	MED	Q1	Q3	N
201.0	Assistant to the President/Single Institution	$37,998	$32,688	$43,401	42
202.0	Associate Director, Personnel/Human Resources	$27,476	$24,672	$31,810	14
203.0	Manager, Payroll	$21,100	$18,061	$24,845	34
204.0	Manager, Benefits	$22,560	$21,600	$28,402	10
207.0	Manager, Employment	$22,392	$17,273	$26,973	7
209.0	Manager, Personnel Information Systems	$26,170	$24,403	$27,252	5
211.0	Director, Health and Safety	$19,336	$18,200	$35,436	6
212.0	Associate Budget Director	$26,520	$18,000	$28,032	7
214.0	Associate Director, Computer Center	$34,560	$26,025	$37,100	17
215.0	Associate Director, Computer Center Operations/Academic	$27,609	$24,000	$32,169	5
216.0	Associate Director, Computer Center Operations/Administrative	$22,584	$22,365	$33,275	6
217.0	Associate Bursar	$20,014	$13,736	$20,646	5
218.0	Associate Director, Physical Plant/Facilities Management	$27,976	$24,600	$35,000	29
219.0	Manager, Landscape and Grounds	$21,000	$18,912	$25,536	33
220.0	Manager, Building Maintenance Trades	$25,872	$22,780	$28,851	22
221.0	Manager, Technical Trades	$26,170	$23,282	$30,408	11
222.0	Manager, Custodial Services	$20,518	$16,464	$23,648	35
223.0	Manager, Power Plant	$26,713	$22,579	$28,465	14
224.0	Director, Telecommunications	$25,200	$23,777	$39,301	7
225.0	Associate Director, Purchasing	$24,230	$18,120	$26,748	7
227.0	Associate Registrar	$24,983	$21,200	$30,122	22
228.0	Assistant Registrar	$21,600	$19,013	$25,692	23
229.0	Associate Director, Student Housing	$20,796	$19,630	$23,850	10
230.0	Housing Officer/Administrative Operations	$21,033	$20,960	$21,400	5
231.0	Housing Officer/Residence Life	$19,548	$13,343	$26,025	11
233.0	Associate Director, Student Union	$24,205	$18,578	$26,600	12
235.0	Associate Director, Admissions	$22,240	$21,000	$31,562	29
236.0	Assistant Director, Admissions	$22,000	$18,120	$23,285	32
237.0	Associate Director, Institutional Research	$23,322	$20,003	$31,008	6
238.0	Director, Conferences	$23,955	$18,540	$31,702	7
244.0	Associate Director, Bookstore	$17,955	$16,410	$25,160	7
245.0	Associate Director, Student Counseling	$25,864	$19,938	$34,918	9
246.0	Associate Director, Student Financial Aid	$21,000	$18,491	$27,168	25
250.0	Circulation Librarian	$19,845	$16,887	$22,292	40
251.0	Acquisitions Librarian	$24,000	$16,006	$29,132	39
252.0	Technical Services Librarian	$24,225	$20,664	$26,625	44
253.0	Public Services Librarian	$23,000	$20,250	$26,400	32
254.0	Reference Librarian	$22,917	$19,620	$27,291	59
255.0	Data Base Administrator	$31,330	$27,280	$32,650	5
256.0	Systems Analyst I (highest level)	$29,800	$27,275	$34,934	13
257.0	Systems Analyst II (lowest level)	$25,624	$23,527	$32,412	11
258.0	Programmer Analyst I (highest level)	$25,960	$21,626	$28,250	26
259.0	Programmer Analyst II (lowest level)	$20,802	$18,050	$22,686	27
260.0	Director, Sports Information	$19,000	$16,500	$25,746	31
261.0	Head Coach, Football	$30,504	$26,208	$40,500	46
262.0	Head Coach, Basketball (Men)	$30,625	$26,400	$37,928	58
263.0	Head Coach, Basketball (Women)	$25,920	$21,500	$29,441	51
264.0	Head Coach, Baseball	$32,143	$26,064	$36,888	25
265.0	Head Coach, Tennis (Men)	$25,920	$17,700	$33,576	12
266.0	Head Coach, Tennis (Women)	$26,190	$25,333	$29,824	9
267.0	Head Coach, Soccer (Men)	$24,552	$18,360	$33,612	15

Table 65
PRIVATE 4 YEAR COLLEGES (SECONDARY)

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Private Religious, Private Independent. **FTE-ENROLLMENT RANGE:** Not specified. **1984/85 BUDGET RANGE:** Not specified. **CASES SELECTED:** 336.

POS	TITLE	MED	Q1	Q3	N
200.0	Assistant to the President of a System/District/Multi-Campus	$26,500	$26,000	$33,000	6
201.0	Assistant to the President/Single Institution	$26,000	$19,440	$32,623	114
202.0	Associate Director, Personnel/Human Resources	$19,300	$17,000	$23,250	22
203.0	Manager, Payroll	$16,744	$14,200	$20,500	66
204.0	Manager, Benefits	$17,300	$13,868	$24,400	13
207.0	Manager, Employment	$16,868	$16,000	$30,000	6
208.0	Manager, Wage and Salary/Manager, Compensation	$14,338	$14,000	$27,000	6
211.0	Director, Health and Safety	$24,550	$21,272	$32,000	6
212.0	Associate Budget Director	$20,670	$17,212	$22,228	8
214.0	Associate Director, Computer Center	$21,000	$17,500	$25,000	26
215.0	Associate Director, Computer Center Operations/Academic	$24,650	$20,004	$30,000	17
216.0	Associate Director, Computer Center Operations/Administrative	$26,600	$17,000	$34,240	20
217.0	Associate Bursar	$17,700	$14,520	$18,000	16
218.0	Associate Director, Physical Plant/Facilities Management	$22,756	$19,900	$28,650	74
219.0	Manager, Landscape and Grounds	$20,598	$16,897	$23,169	76
220.0	Manager, Building Maintenance Trades	$23,300	$20,500	$27,464	60
221.0	Manager, Technical Trades	$25,660	$20,000	$28,350	20
222.0	Manager, Custodial Services	$18,159	$15,000	$23,625	104
223.0	Manager, Power Plant	$28,080	$22,833	$30,000	21
224.0	Director, Telecommunications	$20,256	$14,025	$22,000	10
225.0	Associate Director, Purchasing	$21,000	$19,000	$25,500	8
226.0	Associate Director, Food Service	$20,400	$16,500	$27,995	31
227.0	Associate Registrar	$18,569	$16,000	$21,525	54
228.0	Assistant Registrar	$16,500	$14,000	$18,316	89
229.0	Associate Director, Student Housing	$16,531	$13,754	$20,215	26
230.0	Housing Officer/Administrative Operations	$20,220	$14,124	$22,090	5
231.0	Housing Officer/Residence Life	$16,365	$12,130	$19,800	49
233.0	Associate Director, Student Union	$16,900	$14,000	$19,022	19
235.0	Associate Director, Admissions	$22,038	$18,000	$25,000	152
236.0	Assistant Director, Admissions	$16,850	$14,500	$19,320	161
237.0	Associate Director, Institutional Research	$17,500	$14,000	$17,532	5
238.0	Director, Conferences	$22,000	$18,092	$26,700	31
239.0	Director, Annual Giving	$24,500	$20,000	$29,600	108
240.0	Director, Corporate/Foundation Relations	$27,500	$22,332	$31,750	51
241.0	Coordinator, Resource Development	$20,000	$16,000	$29,450	27
242.0	Director, Estate Planning	$30,000	$23,097	$36,200	31
243.0	Associate Director, Publications	$18,200	$14,800	$19,800	22
244.0	Associate Director, Bookstore	$14,000	$12,230	$15,715	21
245.0	Associate Director, Student Counseling	$22,000	$18,800	$26,208	30
246.0	Associate Director, Student Financial Aid	$18,160	$15,936	$21,000	94
250.0	Circulation Librarian	$17,050	$13,500	$21,000	104
251.0	Acquisitions Librarian	$20,294	$16,119	$25,000	97
252.0	Technical Services Librarian	$20,400	$16,989	$25,100	137
253.0	Public Services Librarian	$21,674	$18,683	$27,000	73
254.0	Reference Librarian	$19,929	$17,200	$24,000	149
255.0	Data Base Administrator	$24,350	$19,462	$29,100	15
256.0	Systems Analyst I (highest level)	$24,350	$21,400	$27,150	32
257.0	Systems Analyst II (lowest level)	$21,000	$18,300	$24,860	23
258.0	Programmer Analyst I (highest level)	$22,000	$18,900	$25,600	64
259.0	Programmer Analyst II (lowest level)	$17,000	$15,000	$20,388	61
260.0	Director, Sports Information	$16,850	$14,511	$20,000	69
261.0	Head Coach, Football	$28,800	$25,151	$33,600	76
262.0	Head Coach, Basketball (Men)	$27,610	$22,000	$32,261	130
263.0	Head Coach, Basketball (Women)	$21,333	$17,400	$24,822	94
264.0	Head Coach, Baseball	$22,000	$18,200	$25,500	61
265.0	Head Coach, Tennis (Men)	$19,283	$12,000	$24,840	20
266.0	Head Coach, Tennis (Women)	$24,621	$12,700	$27,867	20
267.0	Head Coach, Soccer (Men)	$21,845	$18,629	$29,725	46
268.0	Head Coach, Soccer (Women)	$23,648	$20,500	$27,360	14

Table 66
PUBLIC 2 YEAR COLLEGES (SECONDARY)

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** Not specified. **1984/85 BUDGET RANGE:** Not specified. **CASES SELECTED:** 290.

POS	TITLE	MED	Q1	Q3	N
200.0	Assistant to the President of a System/District/Multi-Campus	$35,154	$27,656	$41,000	23
201.0	Assistant to the President/Single Institution	$32,136	$23,790	$40,072	80
202.0	Associate Director, Personnel/Human Resources	$28,510	$23,440	$34,842	30
203.0	Manager, Payroll	$20,193	$16,500	$26,350	44
204.0	Manager, Benefits	$22,441	$19,598	$25,669	16
205.0	Manager, Training and Development	$27,655	$22,404	$30,800	12
206.0	Manager, Employee Relations	$30,776	$29,312	$33,747	5
207.0	Manager, Employment	$22,501	$19,980	$27,738	21
208.0	Manager, Wage and Salary/Manager, Compensation	$27,024	$20,175	$31,890	10
209.0	Manager, Personnel Information Systems	$23,014	$18,467	$25,787	8
210.0	Associate Director, Affirmatv Action/Equal Employment	$29,587	$23,601	$30,316	5
212.0	Associate Budget Director	$27,362	$24,161	$30,204	11
214.0	Associate Director, Computer Center	$32,889	$26,689	$38,340	23
216.0	Associate Director, Computer Center Operations/Administrative	$28,356	$23,130	$31,656	8
217.0	Associate Bursar	$18,634	$17,423	$21,060	7
218.0	Associate Director, Physical Plant/Facilities Management	$28,225	$24,492	$33,362	59
219.0	Manager, Landscape and Grounds	$20,264	$17,609	$22,575	48
220.0	Manager, Building Maintenance Trades	$24,970	$21,850	$27,295	47
221.0	Manager, Technical Trades	$24,590	$20,564	$29,400	20
222.0	Manager, Custodial Services	$21,000	$17,964	$24,034	63
223.0	Manager, Power Plant	$23,628	$21,666	$26,910	9
224.0	Director, Telecommunications	$26,419	$22,385	$31,603	14
225.0	Associate Director, Purchasing	$21,837	$20,400	$24,305	13
226.0	Associate Director, Food Services	$22,302	$20,092	$27,156	8
227.0	Associate Registrar	$25,130	$21,600	$32,449	32
228.0	Assistant Registrar	$22,087	$19,229	$26,608	35
233.0	Associate Director, Student Union	$22,822	$20,874	$28,179	9
235.0	Associate Director, Admissions	$25,279	$20,369	$28,317	23
236.0	Assistant Director, Admissions	$21,100	$19,000	$24,062	25
237.0	Associate Director, Institutional Research	$24,128	$22,974	$29,312	11
238.0	Director, Conferences	$26,000	$24,658	$31,200	6
240.0	Director, Corporate/Foundation Relations	$28,780	$27,840	$29,322	5
241.0	Coordinator, Resource Development	$27,000	$24,218	$27,136	5
243.0	Associate Director, Publications	$19,327	$17,170	$24,343	7
244.0	Associate Director, Bookstore	$18,168	$15,271	$20,249	15
245.0	Associate Director, Student Counseling	$27,184	$25,671	$33,166	6
246.0	Associate Director, Student Financial Aid	$22,516	$18,180	$28,195	42
250.0	Circulation Librarian	$25,800	$20,204	$29,120	31
251.0	Acquisitions Librarian	$26,924	$22,278	$35,636	40
252.0	Technical Services Librarian	$27,837	$21,392	$33,237	65
253.0	Public Services Librarian	$28,047	$22,058	$33,073	39
254.0	Reference Librarian	$28,957	$21,864	$36,083	68
255.0	Data Base Administrator	$30,839	$23,130	$33,957	10
256.0	Systems Analyst I (highest level)	$28,304	$25,468	$31,915	43
257.0	Systems Analyst II (lowest level)	$25,000	$21,500	$29,896	23
258.0	Programmer Analyst I (highest level)	$24,578	$20,653	$27,551	69
259.0	Programmer Analyst II (lowest level)	$19,858	$17,032	$22,396	64
261.0	Head Coach, Football	$34,616	$27,346	$42,667	23
262.0	Head Coach, Basketball (Men)	$29,160	$24,544	$38,142	49
263.0	Head Coach, Basketball (Women)	$26,772	$22,477	$33,344	38
264.0	Head Coach, Baseball	$31,205	$25,958	$41,454	26
265.0	Head Coach, Tennis (Men)	$28,500	$27,032	$42,532	8
266.0	Head Coach, Tennis (Women)	$41,779	$34,691	$42,894	6

APPENDIX B

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Abilene Christian University	003537	Univ	Pri-Rel		TX
Adams State College	001345	4-yr	Public		CO
Agnes Scott College	001542	4-yr	Pri-Ind		GA
Aims Community College	007582	2-yr	Public		CO
Alabama State University	001005	Univ	Public		AL
Albany Junior College	001543	2-yr	Public	Campus	GA
Albany State College	001544	4-yr	Public		GA
Albertus Magnus College	001374	4-yr	Pri-Rel		CT
Alcorn State University	002396	4-yr	Public		MS
Alderson-Broaddus College	003806	4-yr	Pri-Rel		WV
Alfred University	002668	Univ	Pri-Ind		NY
Alice Lloyd College	001951	4-yr	Pri-Ind		KY
Allegheny College	003230	4-yr	Pri-Ind		PA
Allentown College of Saint Francis de Sales	003986	4-yr	Pri-Rel		PA
Alma College	002236	4-yr	Pri-Ind		MI
Alpena Community College	002237	2-yr	Public		MI
Alverno College	003832	4-yr	Pri-Ind		WI
Alvin Community College	003539	2-yr	Public		TX
American Academy of Dramatic Arts	007465	2-yr	Pri-Ind		NY
American College	029018	Other	Pri-Ind		PA
American Graduate School of International Management	001070	Other	Pri-Ind		AZ
American University	001434	Univ	Pri-Ind		DC
Amherst College	002115	4-yr	Pri-Ind		MA
Anchorage Community College	001064	2-yr	Public		AK
Andover Newton Theological School	002116	Theol	Pri-Ind		MA
Andrews University	002238	Univ	Pri-Rel		MI
Angelo State University	003541	Univ	Public		TX
Anna Maria College	002117	4-yr	Pri-Ind		MA
Anne Arundel Community College	002058	2-yr	Public		MD
Appalachian State University	002906	Univ	Public	Campus	NC
Aquinas College	002239	4-yr	Pri-Ind		MI
Aquinas Junior College	004073	2-yr	Pri-Ind		MA
Arizona State University	001081	Univ	Public		AZ
Arkansas State University	001090	Univ	Public		AR
Arkansas Tech University	001089	Univ	Public		AK
Armstrong State College	001546	4-yr	Public	Campus	GA
Asbury College	001952	4-yr	Pri-Ind		KY
Ashland College	003012	4-yr	Pri-Rel		OH
Assumption College	002118	4-yr	Pri-Rel		MA
Atlantic Christian College	002908	4-yr	Pri-Rel		NC
Atlantic Community College	002596	2-yr	Public		NJ
Auburn University	001009	Univ	Public	Main	AL
Auburn University, Montgomery	008310	Univ	Public	Campus	AL
Augsburg College	002334	4-yr	Pri-Rel		MN
Augusta College	001552	4-yr	Public		GA
Augustana College	001633	4-yr	Pri-Rel		IL
Augustana College	003458	4-yr	Pri-Rel		SD
Aurora College	001634	4-yr	Pri-Ind		IL
Austin Peay State University	003478	Univ	Public	Campus	TN
Averett College	003702	4-yr	Pri-Rel		VA
Avila College	002449	4-yr	Pri-Rel		MO
Babson College	002121	4-yr	Pri-Ind		MA
Bacone College	003147	2-yr	Pri-Rel		OK
Baldwin-Wallace College	003014	4-yr	Pri-Rel		OH
Ball State University	001786	Univ	Public		IN
Barat College	001635	4-yr	Pri-Ind		IL
Barnard College	002708	4-yr	Pri-Ind		NY
Barry University	001466	Univ	Pri-Ind		FL
Bates College	002036	4-yr	Pri-Ind		ME
Bay Path Junior College	002122	2-yr	Pri-Ind		MA
Bayamon Central University	010015	4-yr	Pri-Rel		PR
Bayamon Technological University College	990024	4-yr	Public	Campus	PR
Baylor College of Dentistry	004948	Med	Pri-Ind		TX
Beaver College	003235	4-yr	Pri-Ind		PA
Bellarmine College	001954	4-yr	Pri-Ind		KY
Belleville Area College	001636	2-yr	Public		IL
Belmont Abbey College	002910	4-yr	Pri-Rel		NC
Benedictine College	010256	4-yr	Pri-Rel		KS
Bennett College	002911	4-yr	Pri-Rel		NC
Bentley College	002124	4-yr	Pri-Ind		MA
Berry College	001554	4-yr	Pri-Ind		GA
Bethany College	003808	4-yr	Pri-Rel		KS
Bethany Lutheran College	002337	2-yr	Pri-Rel		MN
Bethel College	001905	4-yr	Pri-Rel		KS
Bethel College and Seminary	009058	Other	Pri-Rel		MN
Bethune-Cookman College	001467	4-yr	Pri-Rel		FL
Big Bend Community College	003770	2-yr	Public		A
Biola University	001122	Univ	Pri-Ind		CA
Birmingham-Southern College	001012	4-yr	Pri-Rel		AL
Bishop College	003548	4-yr	Pri-Rel		TX
Black Hawk College, Quad-Cities	001638	2-yr	Public	Main	IL
Black Hills State College	003459	4-yr	Public	Campus	SD
Bloomfield College	002597	4-yr	Pri-Ind		NJ
Bloomsburg University of Pennsylvania	003315	Univ	Public	Campus	PA
Board of Trustees for State Technical Colleges	990049	2-yr	Public	Office	CT
Board of Trustees of the Maryland State Universities and Colleges	990001	Other	Public	Office	MD
Boise State University	001616	Univ	Public		ID
Boricua College	013029	4-yr	Pri-Ind		NY
Boston College	002128	Univ	Pri-Ind		MA
Boston Conservatory of Music	002129	4-yr	Pri-Ind		MA
Boston University	002130	Univ	Pri-Ind		MA
Bowdoin College	002038	4-yr	Pri-Ind		ME

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Bowling Green State University	003018	Univ	Public		OH
Bradley University	001641	Univ	Pri-Ind		IL
Brandeis University	000213	Univ	Pri-Ind		MA
Brevard Community College	001470	2-yr	Public	Main	FL
Briar Cliff College	001846	4-yr	Pri-Rel		IA
Bridgewater College	003704	4-yr	Pri-Rel		VA
Bristol Community College	002176	2-yr	Public	Campus	MA
Brookdale Community College	008404	2-yr	Public		NJ
Brooklyn Law School	002677	Law	Pri-Ind		NY
Broward Community College	001500	2-yr	Public		FL
Brown University	003401	Univ	Pri-Ind		RI
Brunswick Junior College	011558	2-yr	Public	Campus	GA
Bryant College	003402	4-yr	Pri-Ind		RI
Bryn Mawr College	003237	4-yr	Pri-Ind		PA
Bucknell University	003238	4-yr	Pri-Ind		PA
Bucks County Community College	003239	2-yr	Public		PA
Butler County Community College	001906	2-yr	Public		KS
Butler University	001788	Univ	Pri-Ind		IN
Calhoun State Community College	001013	2-yr	Public	Main	AL
California Institute of the Arts	001132	4-yr	Pri-Ind		CA
California State College, Bakersfield	007993	4-yr	Public	Campus	CA
California State Polytechnic University, San Luis Obispo	001143	Univ	Public	Campus	CA
California State Polytechnic University,Pomona	001144	Univ	Public	Campus	CA
California State University, Fresno	001147	4-yr	Public	Campus	CA
California State University, Hayward	001138	Univ	Public	Campus	CA
California State University, Northridge	001153	4-yr	Public	Campus	CA
California State University, San Bernardino	001142	Univ	Public	Campus	CA
Calumet College	001834	4-yr	Pri-Rel		IN
Cameron University	003150	Univ	Public		OK
Campbellsville College	001959	4-yr	Pri-Rel		KY
Canisius College	002681	4-yr	Pri-Ind		NY
Cape Cod Community College	002168	2-yr	Public		MA
Cape Fear Technical Institute	005320	Tech	Public		NC
Capital University	003023	Univ	Pri-Rel		OH
Capitol Institute of Technology	001436	4-yr	Pri-Ind		MD
Carleton College	002340	4-yr	Pri-Ind		MN
Carnegie-Mellon University	003242	Univ	Pri-Ind		PA
Carroll College	003838	4-yr	Pri-Rel		MT
Carson-Newman College	003481	4-yr	Pri-Rel		TN
Carteret Technical College	008081	Tech	Public		NC
Carthage College	003839	4-yr	Pri-Ind		WI
Case Western Reserve University	003024	Univ	Pri-Ind		OH
Casper College	003928	2-yr	Public		WY
Catawba College	002914	4-yr	Pri-Rel		NC
Catholic Theological Union, Chicago	009232	Theol	Pri-Rel		IL
Catholic University of America	001437	Univ	Pri-Ind		DC
Catholic University of Puerto Rico	003936	Univ	Pri-Rel		PR
Cayey University College	007206	4-yr	Public	Campus	PR
Cecil Community College	008308	2-yr	Public		MD
Cedar Crest College	003243	4-yr	Pri-Ind		PA
Cedarville College	003025	4-yr	Pri-Rel		OH
Central Arizona College, Arauaipa	990075	2-yr	Public	Campus	AZ
Central Arizona College, Signal Peak	007283	2-yr	Public	Main	AZ
Central Baptist Theological Seminary	001907	Theol	Pri-Rel		KS
Central Christian College of the Bible	029144	4-yr	Pri-Rel		MO
Central Connecticut State University	001378	Univ	Public	Campus	CT
Central Florida Community College	001471	2-yr	Public		FL
Central Michigan University	002243	Univ	Public		MI
Central Missouri State University	002454	Univ	Public		MO
Central New England College of Technology	010306	4-yr	Pri-Rel		MA
Central Piedmont Community College	002915	2-yr	Public		NC
Central State University	003152	Univ	Public		OK
Central Virginia Community College	004988	2-yr	Public	Campus	VA
Central Washington University	003771	Univ	Public		WA
Centralia College	003772	2-yr	Public	Office	WA
Chaminade University of Honolulu	001605	Univ	Pri-Rel	Main	HI
Champlain College	003684	2-yr	Pri-Ind		VT
Chapman College	001164	4-yr	Pri-Ind		CA
Charles County Community College	002064	2-yr	Public	Office	MD
Chattanooga State Technical Community College	003998	2-yr	Public		TN
Chicago State University	001694	Univ	Public	Campus	IL
Chowan College	002916	2-yr	Pri-Rel		NC
Christ the King Seminary	012854	Theol	Pri-Rel		NY
Christopher Newport College	003706	4-yr	Public		VA
City Colleges of Chicago, Chicago Urban Skills Institute	990056	2-yr	Public	Campus	IL
City Colleges of Chicago, Daley College	001649	2-yr	Public	Campus	IL
City Colleges of Chicago, Kennedy-King College	001654	2-yr	Public	Campus	IL
City Colleges of Chicago, Malcolm X College	001650	2-yr	Public	Campus	IL
City Colleges of Chicago, Olive-Harvey College	009767	2-yr	Public	Campus	IL
City Colleges of Chicago, System Office	001647	2-yr	Public	Office	IL
City Colleges of Chicago, Wright College	001655	2-yr	Public	Campus	IL
City University of New York, Hunter College	002689	4-yr	Public	Campus	NY
City University of New York, Queens College	002690	4-yr	Public	Campus	NY
Claremont University Center/Claremont Graduate School	001169	Other	Pri-Ind	Office	CA
Clarion University of Pennsylvania	009235	Univ	Public	Campus	PA
Clark College	003773	2-yr	Public		WA
Clark County Community College	010362	2-yr	Public		NV
Clark Technical College	004852	Tech	Public		OH
Clark University	002139	Univ	Pri-Ind		MA
Clarke College	001852	4-yr	Pri-Rel		IA
Clarkson University	002699	Univ	Pri-Ind		NY
Clatsop Community College	003189	2-yr	Public		OR

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Clayton Junior College	008976	2-yr	Public	Campus	GA
Clemson University	003425	Univ	Public		SC
Cleveland State Community College	003999	2-yr	Public		TN
Cleveland State University	003032	Univ	Public		OH
Cochise College	001072	2-yr	Public	Office	AZ
Coffeyville Community College	001910	2-yr	Public		KS
Cogswell Polytechnical College	001177	4-yr	Pri-Rel	Main	CA
Coker College	003427	4-yr	Pri-Ind		SC
Colby College	002039	4-yr	Pri-Ind		ME
Colgate University	002701	4-yr	Pri-Ind		NY
College of Alameda	008306	2-yr	Public	Campus	CA
College of Eastern Utah	003676	2-yr	Public	Campus	UT
College of Ganado	010878	2-yr	Pri-Ind		AZ
College of Idaho	001617	4-yr	Pri-Ind		ID
College of Lake County	007694	2-yr	Public		IL
College of Notre Dame	001179	4-yr	Pri-Ind		CA
College of Osteopathic Medicine of the Pacific	029133	Med	Pri-Ind		CA
College of Our Lady of the Elms	002140	Tech	Pri-Ind		MA
College of Saint Benedict	002341	4-yr	Pri-Rel		MN
College of Saint Catherine	002342	4-yr	Pri-Rel		MN
College of Saint Mary	002540	4-yr	Pri-Ind		NE
College of Saint Rose	002705	4-yr	Pri-Ind		NY
College of Saint Teresa	002344	4-yr	Pri-Rel		MN
College of Saint Thomas	002345	4-yr	Pri-Rel		MN
College of San Mateo	061181	2-yr	Public	Campus	CA
College of Santa Fe	002649	4-yr	Pri-Rel		NM
College of William and Mary	003705	4-yr	Public		VA
College of Wooster	003037	4-yr	Pri-Ind		OH
College of the Holy Cross	002141	4-yr	Pri-Ind		MA
College of the Ozarks	001094	4-yr	Pri-Ind		AR
College of the Sequoias	001186	2-yr	Public		CA
Colorado College	001347	4-yr	Pri-Rel		CO
Colorado Mountain College	009007	2-yr	Public	Office	CO
Colorado State University	001350	Univ	Public		CO
Columbia Bible College	003429	4-yr	Pri-Ind		SC
Columbia College	002456	4-yr	Pri-Rel		MO
Columbia College	003430	4-yr	Pri-Rel		SC
Columbia-Greene Community College	006789	2-yr	Public	Campus	NY
Columbus College	001561	4-yr	Public		GA
Columbus Technical Institute	006867	2-yr	Public		OH
Community College of Allegheny County, Allegheny	004051	2-yr	Public	Campus	PA
Community College of Allegheny County, Boyce	004052	2-yr	Public	Campus	PA
Community College of Allegheny County, System Office	003231	2-yr	Public	Office	PA
Community College of Allegheny County,South	007184	2-yr	Public	Campus	PA
Community College of Baltimore	002061	2-yr	Public		MD
Community College of Beaver County	006807	2-yr	Public		PA
Community College of Denver, System Office	009757	2-yr	Public	Office	CO
Community College of Rhode Island	003408	2-yr	Public	Office	RI
Community Colleges of Spokane	010784	2-yr	Public	Office	WA
Concord College	003810	4-yr	Public		WV
Concordia College	002247	4-yr	Pri-Rel		MI
Concordia College	002346	4-yr	Pri-Rel		MN
Concordia College	002709	4-yr	Pri-Rel		NY
Concordia College	003191	4-yr	Pri-Rel		OR
Concordia College, Wisconsin	003842	4-yr	Pri-Rel		WI
Cornell University, System Office	007964	Univ	Pri-Ind	Office	NY
Corning Community College	002863	2-yr	Public	Campus	NY
County College of Morris	007729	2-yr	Public		NJ
Covenant College	003484	4-yr	Pri-Rel		TN
Creighton University	002542	Univ	Pri-Rel		NE
Crowder College	002459	2-yr	Public		MO
Cuesta College	001192	2-yr	Public		CA
Cumberland College	001962	4-yr	Pri-Rel		KY
Cumberland County College	002601	2-yr	Public		NJ
Cuyahoga Community College	008797	2-yr	Public		OH
D'Youville College	002712	4-yr	Pri-Ind		NY
Dabney S. Lancaster Community College	004996	2-yr	Public	Campus	VA
Dallas County Community College District, System Office	003561	2-yr	Public	Office	TX
Dalton Junior College	003956	2-yr	Public	Campus	GA
Dartmouth College	002573	4-yr	Pri-Ind		NH
De Anza College	004480	2-yr	Public	Campus	CA
DePaul University	001671	Univ	Pri-Ind		IL
DePauw University	001792	Univ	Pri-Rel		IN
Defiance College	003041	4-yr	Pri-Rel		OH
Del Mar College	003563	2-yr	Public		TX
Delaware County Community College	007110	2-yr	Public		PA
Delaware State College	001428	4-yr	Public		DE
Delaware Technical and Community College	008074	2-yr	Public	Office	DE
Delaware Technical and Community College, Southern	007053	2-yr	Public	Campus	DE
Delaware Technical and Community College, Stanton/Wilmington	011387	2-yr	Public	Campus	DE
Delaware Technical and Community College, Terry	011727	2-yr	Public	Campus	DE
Delta College	002251	2-yr	Public		MI
Delta State University	002403	Univ	Public		MS
Denmark Technical College	005363	2-yr	Public		SC
Des Moines Area Community College	008735	2-yr	Public		IA
Dickinson College	003253	4-yr	Pri-Ind		PA
Dixie College	003671	2-yr	Public		UT
Dominican College of Blauvelt	002713	4-yr	Pri-Ind		NY
Dordt College	001859	4-yr	Pri-Ind		IA
Drake University	001860	Univ	Pri-Ind		IA
Drew University	002603	Univ	Pri-Ind		NJ
Drury College	002461	4-yr	Pri-Ind		MO

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Duke University	002920	Univ	Pri-Ind		NC
Dundalk Community College	009935	2-yr	Public		MD
Duquesne University	003258	Univ	Pri-Rel		PA
East Carolina University	002923	Univ	Public	Campus	NC
East Central College	008862	2-yr	Public		MO
East Central Oklahoma State University	003154	Univ	Public		OK
East Coast Bible College	029325	4-yr	Pri-Rel		NC
East Los Angeles College	001222	2-yr	Public	Campus	CA
East Stroudsburg University	003320	Univ	Public		PA
East Tennessee State University	003487	Univ	Public	Campus	TN
East Texas Baptist University	003564	Univ	Pri-Rel		TX
East Texas State University	003565	Univ	Public	Main	TX
Eastern Connecticut State University	001425	Univ	Public	Campus	CT
Eastern Illinois University	001674	Univ	Public		IL
Eastern Kentucky University	001963	Univ	Public		KY
Eastern Mennonite College and Seminary	003708	4-yr	Pri-Rel		VA
Eastern Michigan University	002259	Univ	Public		MI
Eastern Montana College	002530	4-yr	Public	Campus	MT
Eastern New Mexico University	002651	Univ	Public	Main	NM
Eastern New Mexico University, Clovis	900050	2-yr	Public	Campus	NM
Eastern New Mexico University, Roswell	002661	2-yr	Public	Campus	NM
Eastern Virginia Medical Authority	010338	Med	Public		VA
Eastern Washington University	003775	4-yr	Public		WA
Eastern Wyoming College	003929	2-yr	Public		WY
Eckerd College	001487	4-yr	Pri-Rel		FL
Eden Theological Seminary	002462	Theol	Pri-Rel		MO
Edgewood College	003848	4-yr	Pri-Rel		WI
Edinboro University of Pennsylvania	003321	Univ	Public		PA
Edison Community College	001477	2-yr	Public		FL
Edison State Community College	012270	2-yr	Public		OH
Edmonds Community College	005001	2-yr	Public		WA
El Camino Community College	001197	2-yr	Public		CA
El Paso County Community College	010387	2-yr	Public		TX
El Reno Junior College	003156	2-yr	Public		OK
Elizabeth City State University	002926	Univ	Public	Campus	NC
Elmhurst College	001676	4-yr	Pri-Ind		IL
Elmira College	002718	4-yr	Pri-Ind		NY
Elon College	002927	4-yr	Pri-Ind		NC
Emanuel County Junior College	010997	2-yr	Public	Campus	GA
Embry-Riddle Aeronautical University	001479	Univ	Pri-Ind		FL
Emory University	001564	Univ	Pri-Ind		GA
Emory and Henry College	003709	4-yr	Pri-Rel		VA
Eureka College	001678	4-yr	Pri-Rel		IL
Evangel College	002463	4-yr	Pri-Rel		MO
Experiment in International Living	990076	Other	Pri-Ind	Main	VT
Fairfield University	001385	Univ	Pri-Ind		CT
Fairmont State College	003812	4-yr	Public		WV
Felician College	001680	2-yr	Pri-Rel		IL
Ferris State College	002260	4-yr	Public		MI
Ferrum College	003711	4-yr	Pri-Rel		VA
Fisk University	003490	Other	Pri-Ind		TN
Fitchburg State College	002184	4-yr	Public		MA
Florida A & M University	001480	Univ	Public		FL
Florida Atlantic University	001481	Univ	Public	Campus	FL
Florida Institute of Technology	001469	Univ	Pri-Ind		FL
Florida International University	009635	Univ	Public		FL
Florida Junior College at Jacksonville, Downtown	990013	2-yr	Public	Campus	FL
Florida Junior College, Jacksonville, System Office	001484	2-yr	Public	Office	FL
Florida Keys Community College	001485	2-yr	Public		FL
Florida State University	001489	Univ	Public		FL
Foothill College	001199	2-yr	Public	Campus	CA
Fordham University	002722	Univ	Pri-Ind		NY
Forsyth Tefchinical Institute	005317	Tech	Public		NC
Fort Hays State University	001915	Univ	Public		KS
Fort Steilacoom Community College	005000	2-yr	Public		WA
Francis Marion College	009226	4-yr	Public		SC
Frank Phillips College	003568	2-yr	Public		TX
Franklin College of Indiana	001798	4-yr	Pri-Rel		IN
Franklin Pierce College	002575	4-yr	Pri-Ind		NH
Franklin University	003046	4-yr	Pri-Ind		OH
Franklin and Marshall College	003265	4-yr	Pri-Ind		PA
Frederick Community College	002071	2-yr	Public		MD
Fresno City College	001307	2-yr	Public	Campus	CA
Friends University	001918	4-yr	Pri-Rel		KS
Frostburg State College	002072	4-yr	Public		MD
Fundacion Educativa Ana G. Mendez	029078	Univ	Pri-Ind	Office	PR
Furman University	003434	Univ	Pri-Rel		SC
Gannon University	003266	Univ	Pri-Rel		PA
Garrett-Evangelical Theological Seminary	012303	Theol	Pri-Rel		IL
Gateway Technical Institute	010883	Tech	Public		WI
Genesee Community College	006782	2-yr	Public		NY
George Fox College	003194	4-yr	Pri-Rel		OR
George Mason University	003749	Univ	Public		VA
George Washington University	001444	Univ	Pri-Ind		DC
George Williams College	001683	4-yr	Pri-Ind		IL
Georgetown College	001964	4-yr	Pri-Rel		KY
Georgetown University	001445	Univ	Pri-Rel		DC
Georgia College	001602	4-yr	Public	Campus	GA
Georgia Institute of Technology	001569	Univ	Public		GA
Georgia Southern College	001572	4-yr	Public		GA
Georgia State University	001574	Univ	Public	Campus	GA
Georgian Court College	002608	4-yr	Pri-Rel		NJ

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Gettysburg College	003268	4-yr	Pri-Rel		PA
Glenville State College	003813	4-yr	Public		WV
Gloucester County College	006901	2-yr	Public		NJ
Golden Gate University	001205	Univ	Pri-Ind	Main	CA
Golden West College	001206	2-yr	Public	Campus	CA
Goldey Beacom College	001429	4-yr	Pri-Ind		DE
Gordon College	002153	4-yr	Pri-Ind		MA
Gordon-Conwell Theological Seminary	009747	Theol	Pri-Ind		MA
Goucher College	002073	4-yr	Pri-Ind		MD
Governors State University	009145	Univ	Public		IL
Grace College and Theological Seminary	001800	Other	Pri-Rel		IN
Graduate Theological Union	001207	Other	Pri-Ind		CA
Grambling State University	002006	Univ	Public		LA
Grand Valley State College	002268	4-yr	Public		MI
Grayson County College	003570	2-yr	Public		TX
Grossmont Community College District	001208	2-yr	Public	Office	CA
Guilford College	002931	4-yr	Pri-Rel		NC
Gustavus Adolphus College	002353	4-yr	Pri-Rel		MN
Hagerstown Junior College	002074	2-yr	Public		MD
Hahnemann University	003271	Univ	Pri-Ind		PA
Hamilton College	002728	4-yr	Pri-Ind		NY
Hamline University	002354	Univ	Pri-Rel		MN
Hampton University	003714	Univ	Pri-Ind		VA
Harcum Junior College	003272	2-yr	Pri-Ind		PA
Harford Community College	002075	2-yr	Public		MD
Harris-Stowe State College	002466	4-yr	Public		MO
Harrisburg Area Community College	003273	2-yr	Public		PA
Hartford College for Women	001386	2-yr	Pri-Ind		CT
Hartford Graduate Center	002804	Other	Pri-Ind		CT
Hartford Seminary	001387	Theol	Public		CT
Hartnell Community College	001209	2-yr	Public		CA
Hartwick College	002729	4-yr	Pri-Ind		NY
Harvard University	002155	Univ	Pri-Ind		MA
Haskell Indian Junior College	010438	2-yr	Public		KS
Hastings College	002548	4-yr	Pri-Rel		NE
Haverford College	003274	4-yr	Pri-Ind		PA
Hawaii Loa College	004548	4-yr	Pri-Rel		HI
Hawkeye Institute of Technology	004595	Tech	Public		IA
Hebrew College	002157	4-yr	Pri-Ind		MA
Henderson State University	001098	Univ	Public		AR
Hendrix College	001099	4-yr	Pri-Rel		AR
Hesser College	004729	2-yr	Pri-Ind		NH
High Point College	002933	4-yr	Pri-Rel		NC
Hillsborough Community College	007870	2-yr	Public	Office	FL
Hinds Junior College	002407	2-yr	Public	Main	MS
Hiram College	003049	4-yr	Pri-Ind		OH
Hobart and William Smith Colleges	002731	4-yr	Pri-Ind		NY
Holy Family College	003275	4-yr	Pri-Rel		PA
Holy Names College	001183	4-yr	Pri-Rel		CA
Holyoke Community College	002170	2-yr	Public		MA
Hood College	002076	4-yr	Pri-Ind		MD
Hope College	002273	4-yr	Pri-Rel		MI
Horry-Georgetown Technical College	004925	2-yr	Public		SC
Houghton College	002734	4-yr	Pri-Rel		NY
Houston Community College, System Office	010633	2-yr	Public	Office	TX
Howard Community College	008175	2-yr	Public		MD
Howard Payne University	003575	4-yr	Pri-Rel		TX
Husson College	002043	4-yr	Pri-Ind		ME
Hutchinson Community College	001923	2-yr	Public		KS
Idaho State University	001620	Univ	Public		ID
Illinois Benedictine College	001767	4-yr	Pri-Rel		IL
Illinois College	001688	4-yr	Pri-Ind		IL
Illinois College of Optometry	001689	4-yr	Pri-Ind		IL
Illinois Institute of Technology	001691	Univ	Pri-Ind		IL
Illinois State University	001692	Univ	Public		IL
Immaculata College	003270	4-yr	Pri-Ind		PA
Independence Community College	001924	2-yr	Public		KS
Indian Hills Community College	008736	2-yr	Public		IA
Indian River Community College	001493	2-yr	Public		FL
Indiana State University	009563	Univ	Public	Main	IN
Indiana State University, Evansville	001808	4-yr	Public	Campus	IN
Indiana University of Pennsylvania	008810	Univ	Public	Campus	PA
Indiana University, Bloomington	001809	Univ	Public	Main	IN
Indiana University, South Bend	001816	Univ	Public	Campus	IN
Indiana University, Southeast	001817	Univ	Public	Campus	IN
Indiana University, System Office	008002	Univ	Public	Office	IN
Indiana University-Purdue University, Fort Wayne	001812	Univ	Public	Campus	IN
Indiana University-Purdue University, Indianapolis	001813	Univ	Public	Campus	IN
Indiana Vocational Technical College, System Office	009916	Tech	Public	Office	IN
Iona College	002737	4-yr	Pri-Ind		NY
Iowa Lakes Community College, System Office	001864	2-yr	Public	Office	IA
Iowa State University	001869	Univ	Public		IA
Iowa Valley Community College District	990045	2-yr	Public	Office	IA
Iowa Western Community College	008739	2-yr	Public		IA
Ithaca College	002739	4-yr	Pri-Ind		NY
Jackson Community College	002274	2-yr	Public		MI
Jackson State Community College	004937	2-yr	Public	Campus	TN
Jacksonville State University	001020	Univ	Public		AL
Jacksonville University	001495	Univ	Pri-Ind		FL
Jamestown Community College	002869	2-yr	Public		NY
Jarvis Christian College	003637	4-yr	Pri-Rel		TX
Jefferson College	007102	2-yr	Public		MO

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Jefferson Community College	002870	2-yr	Public		NY
Jersey City State College	002613	4-yr	Public		NJ
John A. Logan College	008076	2-yr	Public		IL
Johns Hopkins University	002077	Univ	Pri-Ind		MD
Johnson C. Smith University	002936	4-yr	Pri-Ind		NC
Johnson County Community College	008244	2-yr	Public		KS
Kalamazoo College	002275	4-yr	Pri-Ind		MI
Kansas City Art Institute	002473	4-yr	Pri-Ind		MO
Kansas State University	001928	Univ	Public		KS
Kansas Technical Institute	004611	Tech	Public		KS
Kansas Wesleyan	001929	4-yr	Pri-Rel		KS
Keene State College	002590	4-yr	Public	Campus	NH
Kenai Peninsula Community College	001066	2-yr	Public	Campus	AK
Kennesaw College	001577	4-yr	Public		GA
Kent State University	003051	Univ	Public	Main	OH
Kentucky State University	001968	Univ	Public		KY
Kentucky Wesleyan College	001969	4-yr	Pri-Rel		KY
Kenyon College	003065	4-yr	Pri-Ind		OH
Keuka College	002744	4-yr	Pri-Ind		NY
King's College	003282	4-yr	Pri-Ind		PA
Kings River Community College	001308	2-yr	Public	Campus	CA
Kirkwood Community College	004076	2-yr	Public		IA
La Roche College	003987	4-yr	Pri-Rel		PA
La Salle University	003287	Univ	Pri-Ind		PA
LaGrange College	001578	4-yr	Pri-Ind		GA
LaGuardia Community College	010051	2-yr	Public	Campus	NY
Labette Community College	001930	2-yr	Public		KS
Laboure College	006324	2-yr	Pri-Rel		MA
Lafayette College	003284	4-yr	Pri-Ind		PA
Lake Erie College	003066	4-yr	Pri-Ind		OH
Lake Forest College	001706	4-yr	Pri-Ind		IL
Lake Forest School of Management	029244	Other	Pri-Ind		IL
Lake Michigan College	002277	2-yr	Public		MI
Lake Superior State College	002293	4-yr	Public		MI
Lake-Sumter Community College	001502	2-yr	Public		FL
Lakeland Community College	006804	2-yr	Public		OH
Lamar University	003581	Univ	Public	Main	TX
Lancaster Bible College	003285	4-yr	Pri-Ind		PA
Lander College	003435	4-yr	Public		SC
Lane Community College	003196	2-yr	Public		OR
Laney College	001266	2-yr	Public	Campus	CA
Langston University	003157	Univ	Public		OK
Laredo Junior College	003582	2-yr	Public		TX
Laredo State University	009651	Univ	Public	Campus	TX
Lasell Junior College	002158	2-yr	Pri-Ind		MA
Lawrence University	003856	4-yr	Pri-Ind		WI
Le Moyne College	002748	4-yr	Pri-Ind		NY
Lees College	001970	2-yr	Pri-Rel		KY
Lees-McRae College	002939	2-yr	Pri-Rel		NC
Lehigh County Community College	006810	2-yr	Public		PA
Lehigh University	003289	Univ	Pri-Ind		PA
Lesley College	002160	4-yr	Pri-Ind		MA
Lewis University	001707	Univ	Pri-Rel		IL
Lewis and Clark College	003197	4-yr	Pri-Ind		OR
Lewis and Clark Community College	010020	2-yr	Public		IL
Lewis-Clark State College	001621	4-yr	Public		ID
Liberty Baptist College	010392	4-yr	Pri-Rel		VA
Limestone College	003436	4-yr	Pri-Ind		SC
Lincoln Memorial University	003502	4-yr	Pri-Ind		TN
Lindsey Wilson College	001972	2-yr	Pri-Rel		KY
Linfield College	003198	4-yr	Pri-Rel	Office	OR
Linn-Benton Community College	006938	2-yr	Public		OR
Livingstone College	002942	4-yr	Pri-Rel		NC
Lock Haven University	003323	Univ	Public	Campus	PA
Longwood College	003719	4-yr	Public		VA
Lorain County Community College	003068	2-yr	Public		OH
Loras College	001873	4-yr	Pri-Rel		IA
Loretto Heights College	001356	2-yr	Pri-Ind		CO
Los Rios Community College	001231	2-yr	Public	Office	CA
Louisiana State University Medical Center	002014	Med	Public	Campus	LA
Louisiana State University, Agricultural and Mechanical College	002010	Univ	Public	Main	LA
Louisville Presbyterian Theological Seminary	001974	Theol	Pri-Rel		KY
Loyola Marymount University and Law School	011649	Univ	Pri-Ind		CA
Loyola University	002016	Univ	Pri-Rel		LA
Loyola University of Chicago	001710	Univ	Pri-Rel	Office	IL
Lubbock Christian College	003586	4-yr	Pri-Ind		TX
Luther College	001874	4-yr	Pri-Rel		IA
Lycoming College	003293	4-yr	Pri-Rel		PA
Lyndon State College	003689	4-yr	Public	Campus	VT
MacCormac College	001716	2-yr	Pri-Ind		IL
MacMurray College	001717	4-yr	Pri-Rel		IL
Macalester College	002358	4-yr	Pri-Ind		MN
Macomb Community College	008319	2-yr	Public		MI
Madonna College	002282	4-yr	Pri-Ind		MI
Maine Maritime Academy	002044	4-yr	Public		ME
Manatee Junior College	001504	2-yr	Public		FL
Manchester Community College	001392	2-yr	Public		CT
Manhattan College	002758	4-yr	Pri-Ind		NY
Manhattanville College	002760	4-yr	Pri-Ind		NY
Mankato State University	002360	Univ	Public	Campus	MN
Mansfield University	003324	4-yr	Public	Campus	PA
Marietta College	003073	4-yr	Pri-Ind		OH

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Marion College	001822	4-yr	Pri-Rel		IN
Marion Technical College	010736	Tech	Public		OH
Marist College	002765	4-yr	Pri-Ind		NY
Marquette University	003863	Univ	Pri-Rel		WI
Marshall University	003815	Univ	Public		WV
Martin College	003504	2-yr	Pri-Rel		TN
Martin Community College	007988	2-yr	Public		NC
Mary Baldwin College	003723	4-yr	Pri-Rel		VA
Mary Washington College	003746	4-yr	Public		VA
Marymount College	002768	4-yr	Pri-Rel		NY
Marymount College of Kansas	001932	4-yr	Pri-Rel		KS
Marymount Palos Verdes College	010474	2-yr	Pri-Ind		CA
Maryville College, Saint Louis	002482	4-yr	Pri-Ind		MO
Marywood College	003296	4-yr	Pri-Rel		PA
Massachusetts Institute of Technology	002178	Univ	Pri-Ind		MA
Mattatuck Community College	006982	2-yr	Public	Campus	CT
Mayland Technical College	011197	Tech	Public		NC
McCook Community College	002552	2-yr	Public	Campus	NE
McHenry County College	007691	2-yr	Public		IL
McNeese State University	002017	Univ	Public		LA
McPherson College	001933	4-yr	Pri-Rel		KS
Medical College of Georgia	001579	Med	Public		GA
Medical University of South Carolina	003438	Med	Public		SC
Meharry Medical College	003506	Med	Pri-Ind		TN
Memphis State University	003509	Univ	Public	Campus	TN
Memphis Theological Seminary	010529	Theol	Pri-Rel		TN
Mendocino College	011672	2-yr	Public		CA
Merced College	001237	2-yr	Public		CA
Mercer University, System Office	008000	Univ	Pri-Rel	Office	GA
Mercy College of Detroit	002286	4-yr	Pri-Rel		MI
Mercyhurst College	003297	4-yr	Pri-Ind		PA
Meredith College	002945	4-yr	Pri-Rel		NC
Meridian Junior College	002413	2-yr	Public		MS
Merrimack College	002120	4-yr	Pri-Rel		MA
Mesa College	001358	4-yr	Public		CO
Metropolitan State College	001360	4-yr	Public		CO
Metropolitan Technical Community College	012586	2-yr	Public	Office	NE
Miami Christian College	012314	4-yr	Pri-Ind		FL
Miami University	007104	Univ	Public	Main	OH
Miami-Dade Community College	001506	2-yr	Public		FL
Michigan State University	002290	Univ	Public		MI
Michigan Technological University	002292	Univ	Public		MI
Mid Michigan Community College	006768	2-yr	Public		MI
Mid-America Nazarene College	007032	4-yr	Pri-Rel		KS
Middle Tennessee State University	003510	Univ	Public		TN
Middlesex County College	002615	2-yr	Public		NJ
Midland College	009797	2-yr	Public		TX
Midland Lutheran College	002553	4-yr	Pri-Rel		NE
Midlands Technical College	003993	2-yr	Public	Main	SC
Midway College	001975	2-yr	Pri-Ind		KY
Midwestern State University	003592	Univ	Public		TX
Millersville University of Pennsylvania	003325	Univ	Public		PA
Millikin University	001724	4-yr	Pri-Ind		IL
Mills College	001238	4-yr	Pri-Ind		CA
Millsaps College	002414	4-yr	Pri-Rel		MS
Milwaukee Area Technical College	003866	Tech	Public	Office	WI
Minneapolis College of Art and Design	002365	4-yr	Pri-Ind		MN
Minnesota Community College, System Office	009346	2-yr	Public	Office	MN
Minot State College	002994	4-yr	Public		ND
Miracosta Community College District	001239	2-yr	Public		CA
Mississippi State University	002423	Univ	Public		MS
Mississippi University for Women	002422	Univ	Public		MS
Missouri Baptist College	007540	4-yr	Pri-Rel		MO
Missouri Valley College	002489	4-yr	Pri-Rel		MO
Missouri Western State College	002490	4-yr	Public		MO
Mitchell College	001393	2-yr	Pri-Ind		CT
Mitchell Community College	002947	2-yr	Public		NC
Moberly Area Junior College	002491	2-yr	Public		MO
Monmouth College	002616	4-yr	Pri-Ind		NJ
Monroe Community College	002872	2-yr	Public		NY
Montana College of Mineral Science and Technology	002531	4-yr	Public	Campus	MT
Montana State University	002532	Univ	Public		MT
Montana University, System Office	029072	Other	Public	Office	MT
Monterey Institute of International Studies	001241	Other	Pri-Ind		CA
Monterey Peninsula College	001242	2-yr	Public		CA
Montgomery College, System Office	006911	2-yr	Public	Office	MD
Montgomery County Community College	004452	2-yr	Public		PA
Moore College of Art	003300	4-yr	Pri-Ind		PA
Moorhead State University	001976	Univ	Public		MN
Moraine Valley Community College	007692	2-yr	Public		IL
Motlow State Community College	006836	2-yr	Public		TN
Mount Aloysius Junior College	003302	2-yr	Pri-Rel		PA
Mount Holyoke College	002192	4-yr	Pri-Ind		MA
Mount Mary College	003869	4-yr	Pri-Ind		WI
Mount Mercy College	001880	4-yr	Pri-Rel		IA
Mount Saint Clare College	001881	4-yr	Pri-Rel		IA
Mount Saint Mary's College	002086	4-yr	Pri-Ind		MD
Mount Senario College	003873	4-yr	Pri-Ind		WI
Mount Vernon College	001452	4-yr	Pri-Ind		DC
Mount Vernon Nazarene College	007085	4-yr	Pri-Rel		OH
Muhlenberg College	003304	4-yr	Pri-Rel		PA
Mundelein College, Chicago	001731	4-yr	Pri-Rel		IL

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Murray State University	001977	Univ	Public		KY
Muskegon Business College	002296	2-yr	Pri-Ind		MI
Muskegon Community College	002297	2-yr	Public		MI
Muskingum Area Technical College	008133	Tech	Public		OH
Muskingum College	003084	4-yr	Pri-Rel		OH
Napa Valley Community College	990057	2-yr	Public		CA
Nassau Community College	002873	2-yr	Public		NY
National College	004057	4-yr	Pri-Ind	Office	SD
National College of Education	010268	4-yr	Pri-Ind		IL
Native American Education Services College	029135	4-yr	Pri-Ind	Office	IL
Nazareth College of Rochester	002779	4-yr	Pri-Ind		NY
Nazareth College, Kalamazoo	002298	4-yr	Pri-Ind		MI
Nebraska Wesleyan University	002555	4-yr	Pri-Ind		NE
Neumann College	003988	4-yr	Pri-Rel		PA
New England College	002579	4-yr	Pri-Ind	Main	NH
New England Institute of Technology	007845	4-yr	Pri-Ind		RI
New Hampshire College	002580	4-yr	Pri-Ind		NH
New Hampshire Technical Institute	990077	Tech	Public	Campus	NH
New Hampshire Vocational Technical College	005291	Tech	Public	Campus	NH
New Mexico Institute of Mining and Technology	002654	Univ	Public		NM
New Mexico Junior College	002655	2-yr	Public		NM
New Mexico State University, Main	002657	Univ	Public	Main	NM
New School for Social Research	002780	Univ	Pri-Ind	Main	NY
New York City Technical College	002696	Tech	Public	Campus	NY
New York Law School	002783	Law	Pri-Ind		NY
Newberry College	003440	4-yr	Pri-Rel		SC
Niagara County Community College	002874	2-yr	Public	Campus	NY
Niagra University	002788	Univ	Pri-Rel		NY
North Adams State College	002187	4-yr	Public	Campus	MA
North American Baptist Seminary	004056	Theol	Pri-Rel		SD
North Carolina Agricultural and Technical State University	002905	Univ	Public	Campus	NC
North Carolina Central University	002950	Univ	Public	Campus	NC
North Carolina School of the Arts	003981	4-yr	Public	Campus	NC
North Carolina State University	002972	Univ	Public	Campus	NC
North Carolina Wesleyan College	002951	4-yr	Pri-Rel		NC
North Central College	001734	4-yr	Pri-Rel		IL
North Central Technical College	005313	Tech	Public		OH
North Central Technical Institute	005387	Tech	Public	Main	WI
North Central Technical Institute	009257	Tech	Public	Main	WI
North Dakota State School of Science	002996	2-yr	Public		ND
North Dakota State University	009265	Univ	Public		ND
North Harris County College, System Office	011145	2-yr	Public	Office	TX
North Iowa Area Community College	001877	2-yr	Public		IA
North Park College and Theological Seminary	001735	Other	Pri-Rel		IL
North Shore Community College	002173	2-yr	Public	Campus	MA
North Texas State University	003594	Univ	Public	Campus	TX
Northeast Iowa Technical Institute	004587	Tech	Public		IA
Northeast Louisiana University	002020	Univ	Public		LA
Northeast Technical Community College	011667	2-yr	Public		NE
Northeastern Junior College	001361	2-yr	Public		CO
Northeastern State University	003161	Univ	Public		OK
Northeastern University	002199	Univ	Pri-Ind		MA
Northern Essex Community College	002174	2-yr	Public		MA
Northern Illinois University	001737	Univ	Public		IL
Northern Kentucky University	009275	Univ	Public		KY
Northern Michigan University	002301	Univ	Public		MI
Northern Montana College	002533	4-yr	Public	Campus	MT
Northern State College	003466	4-yr	Public		SD
Northland Pioneer College	011862	2-yr	Public	Office	AZ
Northwest Community College	003931	2-yr	Public		WY
Northwest Missouri State University	002496	Univ	Public		MO
Northwest Technical College	008677	Tech	Public		OH
Northwestern Michigan College	002302	2-yr	Public		MI
Northwestern University	001739	Univ	Pri-Ind		IL
Norwich University	003692	Univ	Pri-Ind		VT
Oakland Community College	008760	2-yr	Public		MI
Oakland University	002307	Univ	Public		MI
Oakton Community College	009896	2-yr	Public		IL
Oberlin College	003086	4-yr	Pri-Ind		OH
Ocean County College	002624	2-yr	Public		NJ
Odessa College	003596	2-yr	Public		TX
Oglala Lakota College	029156	2-yr	Public		SD
Ohio Dominican College	003035	4-yr	Pri-Rel		OH
Ohio Northern University	003089	Univ	Pri-Rel		OH
Ohio State University	006883	Univ	Public	Main	OH
Ohio University	003100	Univ	Public	Main	OH
Oklahoma Baptist University	003164	4-yr	Pri-Rel		OK
Oklahoma City Community College	010391	2-yr	Public		OK
Oklahoma College of Osteopathic Medicine and Surgery	011282	Med	Public		OK
Oklahoma State University, Main	003170	Univ	Public	Main	OK
Old Dominion University	003728	Univ	Public		VA
Olympic College	003784	2-yr	Public		WA
Open Bible College	004601	4-yr	Pri-Rel		IA
Orange Coast College	001250	2-yr	Public	Campus	CA
Orangeburg-Calhoun Technical College	006815	Tech	Public		SC
Oregon Health Sciences University	004882	Med	Public	Campus	OR
Oregon Institute of Technology	003211	4-yr	Public	Campus	OR
Oregon State University	003210	Univ	Public		OR
Otero Junior College	001362	2-yr	Public		CO
Our Lady of Holy Cross College	002023	4-yr	Pri-Rel		LA
Our Lady of the Lake University	003598	Univ	Pri-Ind		TX
Owens Technical College	005753	Tech	Public	Main	OH

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Pace University	007970	Univ	Pri-Ind	Office	NY
Pacific Lutheran University	003785	Univ	Pri-Rel		WA
Pacific Union College	001258	4-yr	Pri-Ind		CA
Pacific University	003212	Univ	Pri-Rel		OR
Palm Beach Atlantic College	008849	4-yr	Pri-Rel		FL
Palmer College of Chiropractic	012300	Other	Pri-Ind	Main	IA
Palo Verde College	001259	2-yr	Public		CA
Pan American University	003599	Univ	Public		TX
Paris Junior College	003601	2-yr	Public		TX
Park College	002498	4-yr	Pri-Rel	Main	MO
Parkland College	007118	2-yr	Public		IL
Passaic County College	009994	2-yr	Public		NJ
Paul Smith's College of Arts and Sciences	002795	2-yr	Pri-Ind		NY
Peace College	002953	2-yr	Pri-Rel		NC
Peirce Junior College	003309	2-yr	Pri-Ind		PA
Pennsylvania State University	003329	Univ	Public	Office	PA
Pepperdine University	001264	Univ	Pri-Rel		CA
Philadelphia College of Pharmacy and Science	003353	4-yr	Pri-Ind		PA
Philadelphia College of Textiles and Science	003358	4-yr	Pri-Ind		PA
Piedmont Technical College	003992	2-yr	Public		SC
Pikeville College	001980	4-yr	Pri-Rel		KY
Pima Community College	007266	2-yr	Public	Office	AZ
Pittsburg State University	001926	Univ	Public		KS
Plymouth State College	002591	4-yr	Public	Campus	NH
Point Loma Nazarene College	001262	4-yr	Pri-Rel		CA
Point Park College	003357	4-yr	Pri-Ind		PA
Portland Community College	003213	2-yr	Public	Office	OR
Portland State University	003216	Univ	Public		OR
Pratt Community College/Area Vocational School	001938	2-yr	Public		KS
Prince George's Community College	002089	2-yr	Public		MD
Princeton University	002627	Univ	Pri-Ind		NJ
Principia College	001744	4-yr	Pri-Ind		IL
Purdue University, Calumet	001827	Univ	Public	Campus	IN
Purdue University, West Lafayette	001825	Univ	Public	Main	IN
Queens College	002957	4-yr	Pri-Rel		NC
Queensborough Community College	002697	2-yr	Public	Campus	NY
Quincy College	001745	4-yr	Pri-Rel		IL
Quinnipiac College	001402	4-yr	Pri-Ind		CT
Radford University	003732	Univ	Public		VA
Rainy River Community College	006775	2-yr	Public	Campus	MN
Randolph-Macon College	003733	4-yr	Pri-Rel		VA
Randolph-Macon Woman's College	003734	4-yr	Pri-Ind		VA
Reading Area Community College	010388	2-yr	Public		PA
Reed College	003217	4-yr	Pri-Ind		OR
Reformed Bible College	002311	4-yr	Pri-Ind		MI
Reformed Theological Seminary	009193	Theol	Pri-Ind		MS
Regis College	001363	4-yr	Pri-Rel		CO
Rend Lake College	007119	2-yr	Public		IL
Rensselaer Polytechnic Institute	002803	Univ	Pri-Ind		NY
Research Foundation of State University of New York	990005	Other	Public	Office	NY
Rhode Island College	003407	4-yr	Public		RI
Rhode Island School of Design	003409	4-yr	Pri-Ind		RI
Rider College	002628	4-yr	Pri-Ind		NJ
Rio Grande College	003116	4-yr	Pri-Ind		OH
Rio Hondo Community College	001269	2-yr	Public		CA
Roane State Community College	009914	2-yr	Public		TN
Roanoke College	003736	4-yr	Pri-Ind		VA
Robert Morris College	003359	4-yr	Pri-Ind		PA
Rochester Institute of Technology	002806	Univ	Pri-Ind		NY
Rockford College	001748	4-yr	Pri-Ind		IL
Rockhurst College	002499	4-yr	Pri-Rel		MO
Rockingham Community College	002958	2-yr	Public		NC
Rockland Community College	002877	2-yr	Public		NY
Rocky Mountain College	002534	4-yr	Pri-Ind		MT
Rogue Community College	010182	2-yr	Public		OR
Rosemont College	003360	4-yr	Pri-Rel		PA
Russell Sage College	002810	4-yr	Pri-Ind	Main	NY
Rutgers, The State University of New Jersey, System Office	002629	Univ	Public	Office	NJ
Sacramento City College	001233	2-yr	Public	Campus	CA
Sacred Heart University	001403	4-yr	Pri-Ind		CT
Saddleback Community College, System Office	008918	2-yr	Public	Office	CA
Saginaw Valley State College	002314	4-yr	Public		MI
Saint Bonaventure University	002817	Univ	Pri-Ind		NY
Saint Catharine College	001983	2-yr	Pri-Rel		KY
Saint Clair County Community College	002310	2-yr	Public		MI
Saint Cloud State University	002377	Univ	Public	Main	MN
Saint Edward's University	003621	Univ	Pri-Ind		TX
Saint Francis College	002820	4-yr	Pri-Ind		NY
Saint Francis College	003366	4-yr	Pri-Rel		PA
Saint John Provincial Seminary	029154	Theol	Pri-Rel		MI
Saint John Vianney College Seminary	008075	Other	Pri-Rel		FL
Saint John's College	002093	4-yr	Pri-Ind	Campus	MD
Saint John's University	002379	Univ	Pri-Rel		MN
Saint John's University	002823	Univ	Pri-Rel		NY
Saint Joseph College	001409	4-yr	Pri-Ind		CT
Saint Joseph's College	001833	4-yr	Pri-Ind		IN
Saint Joseph's College, New York	002825	4-yr	Pri-Ind		NY
Saint Joseph's University	003367	Univ	Pri-Rel		PA
Saint Louis Community College, Florissant Valley	002470	2-yr	Public	Campus	MO
Saint Louis Community College, Forest Park	002471	2-yr	Public	Campus	MO
Saint Louis Community College, Meramec	002472	2-yr	Public	Campus	MO
Saint Louis Community College, System Office	002469	2-yr	Public	Office	MO

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Saint Louis University	002506	Univ	Pri-Rel	Main	MO
Saint Mary of the Plains College	001914	4-yr	Pri-Rel		KS
Saint Mary's College	001836	4-yr	Pri-Rel		IN
Saint Mary's College of California	001302	4-yr	Pri-Rel		CA
Saint Mary's College of Maryland	002095	4-yr	Public		MD
Saint Mary's University	003623	Univ	Pri-Rel		TX
Saint Michael's College	003694	4-yr	Pri-Rel		VT
Saint Norbert College	003892	4-yr	Pri-Rel		WI
Saint Paul's College	003739	4-yr	Pri-Rel		VA
Saint Peter's College	002638	4-yr	Pri-Ind		NJ
Saint Petersburg Junior College	001528	2-yr	Public	Office	FL
Saint Thomas Aquinas College	002832	4-yr	Pri-Ind		NY
Saint Xavier College	001768	4-yr	Pri-Ind		IL
Salem State College	002188	4-yr	Public		MA
Salisbury State College	002091	4-yr	Public		MD
Salve Regina College	003411	4-yr	Pri-Rel		RI
Sam Houston State University	003606	Univ	Public		TX
San Diego Community College, System Office	001273	2-yr	Public	Office	CA
San Diego State University	001151	Univ	Public		CA
San Francisco State University	001154	Univ	Public	Campus	CA
San Joaquin Delta Community College	001280	2-yr	Public		CA
San Jose State University	001155	Univ	Public	Campus	CA
Sangamon State University	009333	Univ	Public		IL
Savannah State College	001590	4-yr	Public	Campus	GA
School of the Ozarks	990023	4-yr	Pri-Ind		MO
Schoolcraft College	002315	2-yr	Public		MI
Seattle Community College, System Office	010106	2-yr	Public	Office	WA
Seattle Pacific University	003788	Univ	Pri-Rel	Main	WA
Seattle University	003790	Univ	Pri-Rel		WA
Seton Hill College	003362	4-yr	Pri-Rel		PA
Shelby State Community College	010439	2-yr	Public		TN
Shepherd College	003822	4-yr	Public		WV
Shippensburg University	003326	Univ	Public		PA
Siena College	002816	4-yr	Pri-Ind		NY
Siena Heights College	002316	4-yr	Pri-Rel		MI
Simpson College	001887	4-yr	Pri-Ind		IA
Sinclair Community College	003119	2-yr	Public		OH
Sioux Falls College	003469	4-yr	Pri-Rel		SD
Skagit Valley College	003792	2-yr	Public		WA
Skidmore College	002814	4-yr	Pri-Ind		NY
Slippery Rock University	003327	Univ	Public	Campus	PA
Smith College	002209	4-yr	Pri-Ind		MA
Sonoma State University	001156	4-yr	Public	Campus	CA
South Dakota School of Mines and Technology	003470	4-yr	Public	Campus	SD
Southeast Community College, Fairbury	002546	2-yr	Public	Campus	NE
Southeast Community College, Milford-Beatrice	004723	2-yr	Public	Campus	NE
Southeast Community College, System Office	029004	2-yr	Public	Office	NE
Southeast Missouri State University	002501	Univ	Public		MO
Southeastern Baptist Theological Seminary	002963	Theol	Pri-Rel		NC
Southeastern Community College	002964	2-yr	Public	Campus	NC
Southeastern Louisiana University	002024	Univ	Public		LA
Southeastern Massachusetts University	002210	Univ	Public		MA
Southern Arkansas University	001107	Univ	Public	Main	AR
Southern Arkansas University, El Dorado	013176	2-yr	Public	Campus	AR
Southern College of Optometry	003517	Other	Pri-Ind		TN
Southern Connecticut State University	001406	Univ	Public	Campus	CT
Southern Illinois University	001758	Univ	Public	Main	IL
Southern Illinois University, Edwardsville	001759	Univ	Public	Campus	IL
Southern Methodist University	003613	Univ	Pri-Ind		TX
Southern Oregon State College	003219	4-yr	Public	Campus	OR
Southern State Community College	012870	2-yr	Public		OH
Southern Technical Institute	001570	4-yr	Public		GA
Southern University System	009637	Univ	Public	Office	LA
Southern University, New Orleans	002026	Univ	Public	Campus	LA
Southern Utah State College	003678	4-yr	Public		UT
Southern West Virginia Community College	003816	2-yr	Public		WV
Southwest Baptist University	002502	Univ	Pri-Rel		MO
Southwest Missouri State University	002503	Univ	Public		MO
Southwest State University	002375	4-yr	Public		MN
Southwest Texas Junior College	003614	2-yr	Public		TX
Southwest Texas State University	003615	Univ	Public		TX
Southwest Virginia Community College	007260	2-yr	Public		VA
Southwestern Michigan College	002317	2-yr	Public		MI
Southwestern University	001295	Law	Pri-Ind		CA
Southwestern, Memphis	003519	4-yr	Pri-Rel		TN
Spalding University	001960	Univ	Pri-Ind		KY
Spartanburg Methodist College	003447	2-yr	Pri-Rel		SC
Spring Garden College	003363	4-yr	Pri-Ind		PA
Spring Hill College	001041	4-yr	Pri-Rel		AL
Springfield College	002211	4-yr	Pri-Ind		MA
Springfield Technical Community College	008078	2-yr	Public	Campus	MA
Spurgeon Baptist Bible College	990052	4-yr	Pri-Rel		FL
Standing Rock College	029129	2-yr	Public		ND
Stanford University	001305	Univ	Pri-Ind		CA
Stark Technical College	010881	Tech	Public		OH
State Technical Institute, Knoxville	012693	Tech	Public		TN
State Technical Institute, Memphis	007105	Tech	Public		TN
State University Agricultural and Technical College, Canton	002855	2-yr	Public	Campus	NY
State University of New York	002835	Univ	Public	Office	NY
State University of New York Agricultural and Technical College, Cobleskill	002856	2-yr	Public	Campus	NY
State University of New York Agricultural and Technical College, Farmingdale	002858	2-yr	Public	Campus	NY
State University of New York College of Arts and Science	002845	4-yr	Public	Campus	NY

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
State University of New York College of Technology, Utica/Rome	006792	Other	Public	Campus	NY
State University of New York College, Brockport	002841	4-yr	Public	Campus	NY
State University of New York College, Buffalo	002842	4-yr	Public	Campus	NY
State University of New York College, Cortland	002843	Univ	Public	Campus	NY
State University of New York College, Fredonia	002844	4-yr	Public	Campus	NY
State University of New York College, Oneonta	002847	4-yr	Public	Campus	NY
State University of New York College, Oswego	002848	4-yr	Public	Campus	NY
State University of New York, Agricultural & Technical College	002854	2-yr	Public	Campus	NY
State University of New York, Buffalo	002837	Univ	Public	Campus	NY
State University of New York, Community College of the Finger Lakes	007532	2-yr	Public		NY
State University of New York, Downstate Medical Center	002839	Med	Public	Campus	NY
State University of New York, Empire State College	010286	4-yr	Public	Campus	NY
State University of New York, Potsdam	002850	4-yr	Public	Campus	NY
State University of New York, Stony Brook	002838	Univ	Public	Campus	NY
Stephen F. Austin State University	003624	Univ	Public		TX
Stockton State College	009345	4-yr	Public	Campus	NJ
Suffolk University	002218	Univ	Pri-Ind		MA
Sumter Area Technical College	003995	2-yr	Public	Campus	SC
Susquehanna University	003369	4-yr	Pri-Rel		PA
Sweet Briar College	003742	4-yr	Pri-Ind		VA
Syracuse University	002882	Univ	Pri-Ind		NY
Tabor College	001946	4-yr	Pri-Rel		KS
Tallahassee Community College	001533	2-yr	Public		FL
Technological College of the Municipality of San Juan	010567	2-yr	Public		PR
Temple University	003371	Univ	Public	Office	PA
Tennessee State University	003522	Univ	Public		TN
Tennessee Technological University	003523	Univ	Public		TN
Terra Technical College	008278	2-yr	Public		OH
Texarkana Community College	003628	2-yr	Public		TX
Texas A&I University	003639	Univ	Public	Campus	TX
Texas A&M University	010366	Univ	Public	Campus	TX
Texas A&M University System Offices	003629	Univ	Public	Office	TX
Texas A&M University, Galveston	010298	Univ	Public	Campus	TX
Texas Chiropractic College	003635	Other	Pri-Ind		TX
Texas Christian University	003636	Univ	Pri-Rel		TX
Texas Lutheran College	003641	4-yr	Pri-Rel		TX
Texas State Technical Institute	009642	Tech	Public	Office	TX
Texas State Technical Institute, Harlingen	009225	Tech	Public	Campus	TX
Texas State Technical Institute, Sweetwater	009932	Tech	Public	Campus	TX
Texas Tech University	003644	Univ	Public	Main	TX
Texas Woman's University	003645	Univ	Public		TX
Thiel College	003376	4-yr	Pri-Rel		PA
Thomas College	002052	4-yr	Pri-Ind		ME
Thomas Jefferson University	003278	Univ	Pri-Ind		PA
Thomas More College	002001	4-yr	Pri-Rel		KY
Thomas Nelson Community College	006871	2-yr	Public	Campus	VA
Tidewater Community College	003712	2-yr	Public	Campus	VA
Tiffin University	003121	4-yr	Pri-Ind		OH
Tompkins Cortland Community College	006788	2-yr	Public		NY
Towson State University	002099	Univ	Public	Campus	MD
Transylvania University	001987	Univ	Pri-Rel		KY
Trenton State College	002642	4-yr	Public		NJ
Trevecca Nazarene College	003526	4-yr	Pri-Rel		TN
Tri-Cities State Technical Institute	029260	Tech	Public		TN
Tri-State University	001839	Univ	Pri-Ind		IN
Trident Technical College	008818	Tech	Public		SC
Trinity College	001414	4-yr	Pri-Ind		CT
Trinity College	001460	4-yr	Pri-Ind		DC
Trinity Lutheran Seminary	003044	Theol	Pri-Rel		OH
Trinity University	003647	Univ	Pri-Ind		TX
Truckee Meadows Community College	029231	2-yr	Public	Campus	NV
Tufts University	002219	Univ	Pri-Ind		MA
Tulane University	002029	Univ	Pri-Ind		LA
Tyler Junior College	003648	2-yr	Public		TX
Ulster County Community College	002880	2-yr	Public		NY
Uniformed Services University of the Health Sciences	029169	Med	Public		MD
Union College	001988	4-yr	Pri-Rel		KY
Union College	002889	4-yr	Pri-Ind		NY
Union Theological Seminary, Virginia	003743	Theol	Pri-Rel		VA
United States Sports Academy	029274	Other	Pri-Ind		AL
United Theological Seminary	003122	Theol	Pri-Rel		OH
United Theological Seminary of the Twin Cities	002386	Theol	Pri-Ind		MN
University of Akron	003123	Univ	Public	Main	OH
University of Alabama	001051	Univ	Public	Campus	AL
University of Alabama, Birmingham	001052	Univ	Public	Campus	AL
University of Alabama, Huntsville	001055	Univ	Public	Campus	AL
University of Alabama, System Office	008004	Univ	Public	Office	AL
University of Alaska, Anchorage	011462	Univ	Public	Campus	AK
University of Alaska, Juneau	011463	Univ	Public	Campus	AK
University of Arizona	001083	Univ	Public		AZ
University of Arkansas, Fayettville	001108	Univ	Public	Campus	AR
University of Arkansas, Little Rock	001101	Univ	Public	Main	AR
University of Arkansas, Medical Sciences	001109	Med	Public	Campus	AK
University of Arkansas, Monticello	001085	Univ	Public		AR
University of Arkansas, Pine Bluff	001086	Univ	Public	Campus	AR
University of Baltimore	002102	Univ	Public		MD
University of Bridgeport	001416	Univ	Pri-Ind		CT
University of California, Berkeley	001312	Univ	Public	Campus	CA
University of California, Davis	001313	Univ	Public	Campus	CA
University of California, Riverside	001316	Univ	Public	Campus	CA
University of California, San Francisco	001319	Univ	Public	Campus	CA
University of California, Santa Barbara	001320	Univ	Public	Campus	CA

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
University of Central Arkansas	001092	Univ	Public		AR
University of Central Florida	003954	Univ	Public	Campus	FL
University of Charleston	003818	Univ	Pri-Ind		WV
University of Cincinnati, System Office	008039	Univ	Public	Office	OH
University of Colorado, Boulder	001370	Univ	Public	Campus	CO
University of Colorado, Colorado Springs	004509	4-yr	Public	Campus	CO
University of Colorado, System Office	007996	Univ	Public	Office	CO
University of Colrado Health Sciences Center	004508	Med	Public	Campus	CO
University of Connecticut, Health Center	009030	Med	Public	Campus	CT
University of Dallas	003651	Univ	Pri-Rel		TX
University of Dayton	003127	Univ	Pri-Rel		OH
University of Delaware	001431	Univ	Public		DE
University of Denver	001371	Univ	Pri-Ind		CO
University of Detroit	002323	Univ	Pri-Rel		MI
University of Evansville	001795	Univ	Pri-Rel		IN
University of Florida	001535	Univ	Public	Campus	FL
University of Georgia	001598	Univ	Public	Campus	GA
University of Guam	003935	Univ	Public		GU
University of Hartford	001422	Univ	Pri-Ind		CT
University of Hawaii, Hilo	029020	4-yr	Public	Main	HI
University of Hawaii, Kapiolani Community College	001613	2-yr	Public	Campus	HI
University of Hawaii, Manoa	001610	4-yr	Public	Main	HI
University of Hawaii, Systems Office	007885	Univ	Public	Office	HI
University of Houston, Central	003652	Univ	Public	Campus	TX
University of Houston, Clear Lake	011711	Univ	Public	Campus	TX
University of Houston, Downtown	012826	Univ	Public	Campus	TX
University of Houston, Victoria	013231	Other	Public	Campus	TX
University of Idaho	001626	Univ	Public		ID
University of Illinois	001775	Univ	Public	Campus	IL
University of Illinois, Chicago	001776	Univ	Public	Campus	IL
University of Illinois, System Office	008001	Univ	Public	Office	IL
University of Iowa	001892	Univ	Public		IA
University of Kansas Medical Center	004605	Med	Public	Campus	KS
University of Kansas, Lawrence	029002	Univ	Public	Main	KS
University of Kentucky	001989	Univ	Public	Main	KY
University of LaVerne	001216	Univ	Pri-Rel		CA
University of Louisville	001999	Univ	Public		KY
University of Lowell	002161	Univ	Public		MA
University of Maine, Augusta	006760	2-yr	Public	Campus	ME
University of Maine, Farmington	002040	4-yr	Public	Campus	ME
University of Maine, Fort Kent	002041	Univ	Public	Campus	ME
University of Maine, Orono	002053	Univ	Public	Main	ME
University of Maine, Presque Isle	002033	Univ	Public	Campus	ME
University of Maine, System Office	008012	Univ	Public	Office	ME
University of Mary Hardin-Baylor	003588	Univ	Pri-Rel		TX
University of Maryland Eastern Shore	002106	Univ	Public		MD
University of Maryland, Baltimore	002104	Med	Public	Campus	MD
University of Maryland, Baltimore County	002105	Univ	Public	Campus	MD
University of Maryland, College Park	002103	Univ	Public	Campus	MD
University of Maryland, System Office	007959	Univ	Public	Office	MD
University of Massachusetts Medical Center	009756	Med	Public	Campus	MA
University of Massachusetts, Amherst	002221	Univ	Public	Campus	MA
University of Medicine and Dentistry of New Jersey	002620	Other	Public	Office	NJ
University of Miami	001536	Univ	Pri-Ind		FL
University of Michigan, Ann Arbor	009092	Univ	Public	Main	MI
University of Michigan, Dearborn	002326	Univ	Public	Campus	MI
University of Michigan, Flint	002327	Univ	Public	Campus	MI
University of Minnesota Technical College	004069	2-yr	Public	Campus	MN
University of Minnesota, Duluth	002388	Univ	Public	Campus	MN
University of Minnesota, Morris	002389	4-yr	Public	Campus	MN
University of Minnesota, System Office	003969	Univ	Public	Office	MN
University of Mississippi	002440	Univ	Public	Main	MS
University of Mississippi, Medical Center	004688	Med	Public	Campus	MS
University of Missouri, Columbia	002516	Univ	Public	Campus	MO
University of Missouri, Kansas City	002518	Univ	Public	Campus	MO
University of Missouri, Rolla	002517	Univ	Public	Campus	MO
University of Missouri, Saint Louis	002519	Univ	Public	Campus	MO
University of Missouri, System Office	002515	Univ	Public	Office	MO
University of Montana	002536	Univ	Public	Campus	MT
University of Montevallo	001004	Univ	Public		AL
University of Nebraska, Lincoln	002565	Univ	Public	Main	NE
University of Nebraska, Medical Center	006895	Med	Public	Main	NE
University of Nebraska, Omaha	002554	Univ	Public	Campus	NE
University of Nevada, Reno	002568	Univ	Public	Main	NV
University of Nevada, System Office	008025	Univ	Public	Office	NV
University of New Hampshire	002589	Univ	Public	Campus	NH
University of New Hampshire, System Office	008027	Other	Public	Office	NH
University of New Mexico	010313	Univ	Public		NM
University of New Mexico, Gallup	006881	2-yr	Public	Campus	NM
University of North Alabama	001016	Univ	Public		AL
University of North Carolina, Chapel Hill	002974	Univ	Public	Campus	NC
University of North Carolina, Greensboro	002976	Univ	Public	Campus	NC
University of North Carolina, Wilmington	002984	Univ	Public	Campus	NC
University of North Dakota	003005	Univ	Public		ND
University of North Florida	009841	Univ	Public	Office	FL
University of Northern Colorado	001349	Univ	Public		CO
University of Northern Iowa	001890	Univ	Public		IA
University of Notre Dame	001840	Univ	Pri-Ind		IN
University of Oklahoma	003184	Univ	Public	Main	OK
University of Oregon	003223	Univ	Public		OR
University of Pennsylvania	003378	Univ	Pri-Ind		PA
University of Phoenix	029143	Univ	Pri-Ind	Office	AZ

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
University of Puerto Rico, Arecibo Technological University College	007228	4-yr	Public	Campus	PR
University of Puerto Rico, La Montana Regional College	990054	2-yr	Public	Campus	PR
University of Puerto Rico, Ponce Technological University College	990051	2-yr	Public	Campus	PR
University of Puget Sound	003797	Univ	Pri-Ind		WA
University of Redlands	001322	Univ	Pri-Ind		CA
University of Rhode Island	003414	Univ	Public	Main	RI
University of Richmond	003744	Univ	Pri-Rel		VA
University of Rochester	002894	Univ	Pri-Ind		NY
University of Saint Thomas	003654	Univ	Pri-Ind		TX
University of San Diego	010395	Univ	Pri-Rel		CA
University of Santa Clara	001326	Univ	Pri-Rel		CA
University of Science and Arts of Oklahoma	003167	4-yr	Public		OK
University of Scranton	003384	Univ	Pri-Rel		PA
University of South Alabama	001057	Other	Public		AL
University of South Carolina	008049	Univ	Public	Office	SC
University of South Carolina, Aiken	003449	4-yr	Public	Campus	SC
University of South Dakota	003474	Univ	Public	Main	SD
University of South Florida	001537	Univ	Public		FL
University of Southern California	001328	Univ	Pri-Ind		CA
University of Southern Colorado	001365	Univ	Public		CO
University of Southern Maine	009762	Univ	Public	Campus	ME
University of Southern Mississippi	002441	Univ	Public	Main	MS
University of Southwestern Louisiana	002031	Univ	Public		LA
University of Steubenville	003036	Univ	Pri-Rel		OH
University of Tampa	001538	Univ	Pri-Ind		FL
University of Tennessee, Center for the Health Sciences	006725	Med	Public	Campus	TN
University of Tennessee, Chattanooga	003529	Univ	Public	Campus	TN
University of Tennessee, Knoxville	003530	Univ	Public	Campus	TN
University of Tennessee, Martin	003531	Univ	Public	Campus	TN
University of Tennessee, System Office	008051	Univ	Public	Office	TN
University of Texas, Arlington	003656	Univ	Public		TX
University of Texas, Austin	003658	Univ	Public	Campus	TX
University of Texas, Dallas	009741	Other	Public	Campus	TX
University of Texas, El Paso	003661	Univ	Public	Campus	TX
University of Texas, Health Science Center, San Antonio	003659	Med	Public	Main	TX
University of Texas, M. D. Anderson Hospital and Tumor Institute	990037	Med	Public	Campus	TX
University of Texas, Medical Branch	004952	Med	Public	Campus	TX
University of Texas, Permian Basin	009930	Other	Public	Campus	TX
University of Texas, San Antonio	010115	Univ	Public	Campus	TX
University of Texas, System Office	003655	Univ	Public	Office	TX
University of Texas, Tyler	029164	Other	Public	Campus	TX
University of Toledo	003131	Univ	Public		OH
University of Utah	003675	Univ	Public		UT
University of Vermont	003696	Univ	Public		VT
University of Virginia	006968	Other	Public		VA
University of Washington	003798	Univ	Public		WA
University of West Florida	003955	Univ	Public	Campus	FL
University of Wisconsin, Eau Claire	003917	Univ	Public	Campus	WI
University of Wisconsin, Green Bay	003899	Univ	Public	Campus	WI
University of Wisconsin, La Crosse	003919	Univ	Public	Campus	WI
University of Wisconsin, Madison	003895	Univ	Public	Main	WI
University of Wisconsin, Milwaukee	003896	Univ	Public	Campus	WI
University of Wisconsin, Oshkosh	009630	Univ	Public	Campus	WI
University of Wisconsin, Parkside	005015	Univ	Public	Campus	WI
University of Wisconsin, Platteville	003921	Univ	Public	Campus	WI
University of Wisconsin, Stevens Point	003924	Univ	Public	Campus	WI
University of Wisconsin, Stout	003915	Univ	Public	Campus	WI
University of Wisconsin, Superior	003925	Univ	Public	Campus	WI
University of Wisconsin, System Office	003894	Univ	Public	Office	WI
University of Wisconsin, Whitewater	003926	Univ	Public	Campus	WI
University of Wyoming	003932	Univ	Public		WY
University of the District of Columbia	990068	Univ	Public		DC
University of the Pacific	001329	4-yr	Pri-Rel	Main	CA
University of the South	003534	Other	Pri-Rel		TN
Utah Technical College at Salt Lake	005220	2-yr	Public		UT
Utah Technical College, Provo/Orem	004027	Tech	Public		UT
Utica College of Syracuse University	002883	4-yr	Pri-Ind	Campus	NY
Valdosta State College	001599	4-yr	Public		GA
Valencia Community College	006750	2-yr	Public		FL
Valley City State College	003008	4-yr	Public	Campus	ND
Valparaiso University Association	001842	Univ	Pri-Rel		IN
Vanderbilt University	003535	Univ	Pri-Ind		TN
Vassar College	002895	4-yr	Pri-Ind		NY
Vermont Technical College	003698	2-yr	Public	Campus	VT
Victor Valley College	001335	2-yr	Public		CA
Victoria College	003662	2-yr	Public		TX
Villa Maria College	003387	4-yr	Pri-Rel		PA
Villanova University	003388	Univ	Pri-Rel		PA
Vincennes University	001843	2-yr	Public		IN
Virginia Commonwealth University	003735	Univ	Public		VA
Virginia Polytechnic Institute and State University	003754	Univ	Public		VA
Virginia State Community College, System Office	008904	2-yr	Public	Office	VA
Virginia State University	003764	Univ	Public		VA
Virginia Wesleyan College	003767	4-yr	Pri-Rel		VA
Viterbo College	003911	4-yr	Pri-Rel		WI
Volunteer State Community College	009912	2-yr	Public		TN
Wake Forest University	002978	Univ	Pri-Rel		NC
Wake Technical College	004844	2-yr	Public		NC
Waldorf College	001895	2-yr	Pri-Rel		IA
Walsh College	003135	4-yr	Pri-Rel		OH
Walters State Community College	008863	2-yr	Public		TN
Warner Pacific College	003225	4-yr	Pri-Rel		OR

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Warner Southern College	008848	4-yr	Pri-Rel		FL
Wartburg Theological Seminary	001897	Theol	Pri-Rel		IA
Washburn University of Topeka	001949	Univ	Public		KS
Washington State University	003800	Univ	Public	Main	WA
Washington Technical College	010453	2-yr	Public		OH
Washington Theological Union	010065	Theol	Pri-Rel		MD
Washington University, Saint Louis	002520	Univ	Pri-Ind		MO
Washington and Jefferson College	003389	4-yr	Pri-Ind		PA
Washington and Lee University	003768	Univ	Pri-Ind		VA
Waubonsee Community College	006931	2-yr	Public		IL
Waukesha County Technical Institute	009258	Tech	Public		WI
Wayne State College	002566	4-yr	Public	Campus	NE
Wayne State University	002329	Univ	Public		MI
Weber State College	003680	4-yr	Public	Campus	UT
Wellesley College	002224	4-yr	Pri-Ind		MA
Wenatchee Valley College	003801	2-yr	Public		WA
Wentworth Institute of Technology	029099	4-yr	Pri-Ind		MA
Wesley Theological Seminary	001464	Theol	Pri-Rel		DC
Wesleyan College	001600	4-yr	Pri-Rel		GA
Wesleyan University	001424	Univ	Pri-Ind		CT
West Chester University	003328	Univ	Public	Campus	PA
West Coast University	001336	Univ	Pri-Ind	Main	CA
West Georgia College	001601	4-yr	Public		GA
West Hills Community College	001176	2-yr	Public		CA
West Liberty State College	003823	4-yr	Public		WV
West Texas State University	003665	Univ	Public		TX
West Virginia Institute of Technology	003825	4-yr	Public	Campus	WV
West Virginia School of Osteopathic Medicine	011254	Med	Public		WV
West Virginia State College	003826	4-yr	Public		WV
West Virginia University	003827	Univ	Public		WV
West Virginia Wesleyan College	003830	4-yr	Pri-Rel		WV
Westark Community College	001110	2-yr	Public		AR
Westbrook College	002056	Other	Pri-Ind		ME
Westchester Community College	002881	2-yr	Public	Campus	NY
Western Baptist College	001339	4-yr	Pri-Rel		OR
Western Carolina University	002981	Univ	Public	Campus	NC
Western Illinois University	001780	Univ	Public		IL
Western Kentucky University	002002	Univ	Public		KY
Western Maryland College	002109	4-yr	Pri-Ind		MD
Western Michigan University	002330	Univ	Public		MI
Western Montana College	002537	4-yr	Public	Campus	MT
Western New Mexico University	002664	Univ	Public		NM
Western Oregon State College	003209	4-yr	Public	Campus	OR
Western Technical Community College	990053	2-yr	Public	Main	NE
Western Texas College	009549	2-yr	Public		TX
Western Washington University	003802	Univ	Public		WA
Westfield State College	002189	4-yr	Public		MA
Westmar College	001899	4-yr	Pri-Rel		IA
Westminster College	003392	4-yr	Pri-Ind		PA
Westminster College	003681	4-yr	Pri-Ind		UT
Westmont College	001341	4-yr	Pri-Ind		CA
Westmoreland County Community College	010176	2-yr	Public	Main	PA
Wheaton College	001781	4-yr	Pri-Rel		IL
Wheaton College	002227	4-yr	Pri-Ind		MA
Wheeling College	003831	4-yr	Pri-Rel		WV
Wheelock College	002228	4-yr	Pri-Ind		MA
Whittier College	001342	4-yr	Pri-Ind		CA
Whitworth College	003804	4-yr	Pri-Rel		WA
Wichita State University	001950	Univ	Public		KS
Widener University, Systems Office	029292	Univ	Pri-Ind	Office	PA
Wilberforce University	003141	4-yr	Pri-Rel		OH
Wilkes College	003394	4-yr	Pri-Ind		PA
Willamette University	003227	Univ	Pri-Ind		OR
William Jewell College	002524	4-yr	Pri-Rel		MO
William M. Scholl College of Podiatric Medicine	990046	Med	Pri-Ind		IL
William Marsh Rice University	003604	Univ	Pri-Ind		TX
William Paterson College of New Jersey	002625	4-yr	Public		NJ
William Rainey Harper College	003961	2-yr	Public		IL
William Woods College	002525	4-yr	Pri-Ind		MO
Williams College	002229	4-yr	Pri-Ind		MA
Williamsburg Technical College	009322	2-yr	Public		SC
Wilmington College	003142	4-yr	Pri-Rel	Main	OH
Wilson County Technical Institute	004845	Tech	Pri-Rel		NC
Winona State University	002394	Univ	Public	Campus	MN
Winthrop College	003456	4-yr	Public		SC
Wittenberg University	003143	Univ	Pri-Rel		OH
Wofford College	003457	4-yr	Pri-Rel		SC
Worcester Polytechnic Institute	002233	4-yr	Pri-Ind		MA
Wright State University, System Office	003078	Univ	Public	Office	OH
Wytheville Community College	003761	2-yr	Public		VA
Xavier University	003144	Univ	Pri-Rel		OH
Yakima Valley Community College	003805	2-yr	Public	Campus	WA
Yavapai College	001079	2-yr	Public	Main	AZ
Yuba Community College District	001344	2-yr	Public	Main	CA

CUPA

1984-85 Administrative Compensation Survey

CONDUCTED BY

College and University Personnel Association

11 Dupont Circle, Suite 120
Washington, D.C. 20036
(202) 462-1038

SURVEY QUESTIONNAIRE PACKET

1984-1985 CUPA ADMINISTRATIVE COMPENSATION SURVEY

INSTRUCTIONS

PLEASE MAIL **THE COMPLETED QUESTIONNAIRE ONLY** BY SEPTEMBER 17, 1984 TO: **CUPA SURVEYS, P.O. BOX 71114, PITTSBURGH, PA. 15213.** IF YOU HAVE ANY QUESTIONS PLEASE CALL CUPA AT (202) 462-1038.

I. **GENERAL**

1. PRINT or TYPE all information.
2. Do not use abbreviations.
3. Make sure your questionnaire package includes instructions, a listing of survey position descriptions, and a questionnaire form.
4. **Return only the questionnaire form.**
5. To make your task easier, read all instructions first, then detach questionnaire and fill it out using the instructions as a guide.

II. **INSTRUCTIONS ON INSTITUTIONAL IDENTIFICATION QUESTIONS** (Please make sure that you correctly answer all institutional identification questions. This section is vital for accurate input.)

A. **FICE Identification Code** - First fill in your institution's FICE Code in the upper right hand corner of page one of the questionnaire. Please check to make sure that the Code you provide is correct. This identification code, unique to each institution, is an unstructured number used for statistical purposes. If you are unsure of, or cannot find, the correct FICE Code, CUPA will fill it in for you. (Appendix B to past years' Reports indicates FICE Codes for institutions that have previously participated.)

B. **Institutional Identification**

1. *Name/Address* - Print or type your institution's full name and address including city, state, and zip code. Also provide your own name, title, and telephone number.
2. *Classifications* - Indicate whether your institution is a two year college, four year college, university, law school, medical school or center, or theological seminary. If some other type of institution, please specify in the space provided.
3. *Source of Support* - Indicate whether your institution is public, private and religious group affiliated, or private and independent.
4. *Structure* - Indicate whether the data you report is for personnel primarily associated with either a single institution, an administrative office of a system, a main campus heading a system, or a campus within a system. (**Important Note:** If you check "administrative office of a system", please provide system-wide figures for the four parts to Question 5. If you check "main campus heading a system" or "campus within a system", provide individual campus figures in Question 5.)
5. *Size Measures* - Provide four answers, one for each space, indicating your institution's total full-time equivalent enrollment, faculty, administrative staff (i.e., executive, administrative, managerial, and professional as defined by EEO categories 1 and 3), and total 1984-85 operating budget. Total operating budget includes the total institutional budget used for current educational and general operations (including research funds) exclusive of student aid, auxiliary enterprises such as hospitals, service functions, capital funds, and similar activities.

III. SURVEY POSITION INSTRUCTIONS

GENERAL. The positions chosen for the Survey are typical for college and university operations. If you are unsure about the identification of any position, please refer to the "Summary Position Descriptions" that follow. Do not indicate data for a position that is less than 50% time. Report all salaries based on 100% effort and indicate the term by the number of months that salaries cover. Report only current information despite the possibility of future or pending salary changes. For institutions which have several incumbents holding the same titled position, please average those salaries and do not report data on internal/external promotion, sex and minority status. **(Your speed in returning this questionnaire is essential.)**

Positions 60.0 - 66.0 represent titles that indicate frequently found combinations of administrative responsibility, such as Director of Personnel and Affirmative Action or Director of Admissions and Financial Aid. If such combinations exist at your institution, report them in the "Combined Responsibility" section (position numbers 60.0 - 66.0). If you report data on a position in the Combined Responsibility section, **do not** report the same data elsewhere in the Survey. For example, if your institution has a single administrator who is Director of Admissions and Financial Aid, report it in the Combined Responsibility section as position number 63.0. Do not report it as position number 40.0, which is reserved for Director of Admissions only, or position number 43.0 which is reserved for Director of Student Financial Aid only.

SALARY AND TERM IN MONTHS. Indicate the actual full-time equivalent (FTE) salary for each position, then report the term in the number of months that salary covers. Report all salaries at full-time (100%) effort. For example: (1) your registrar works part-time, 50% for 12 months a year for a salary of $10,000. For the purposes of the Survey enter $20,000 as the FTE salary and 12 months as the term covered; (2) your Director of Student Housing is on a 9-month contract, working full-time those 9 months with the contract worth $9,000. Enter $12,000 as the FTE salary.

REPORTING RELATIONSHIP. Please show by each number from the Survey (each position has a separate number) the senior position to which each position reports. For example, the Director of Affirmative Action/Equal Employment is position number 25.0. If that person reports to the Chief Personnel/Human Resources Officer, position number 10.0, you would write 10.0 in the reporting relationship column next to Director of Affirmative Action/Equal Employment.

YEARS OF SERVICE IN PRESENT POSITION. Indicate the number of years that the incumbent has served in this position. Round to the next highest year, using six months as your guide. For example, 5 years, 2 months = 5 years; 7 to 12 months = 1 year; 1-6 months = 0 years. If a position is currently vacant, enter "V" and the minimum salary (if known) at which you are currently advertising/recruiting.

HIRE. The Survey asks whether the person presently occupying each position was promoted or transferred from inside or hired from outside your institution. Circle the "I" if the individual moved to the job from another job within your institution, or circle the "O" if recruited from the outside.

SEX. Indicate by circling "M" (male) or "F" (female) the sex of the person currently serving in each position.

MINORITY. Indicate by circling "Y" (Yes) or "N" (No) whether the person serving in each position is a minority member. A minority for Survey purposes is defined as Black/Afro-American/Negro; Native American/American Indian; Asian American/Oriental; Hispanic American.

PLEASE MAIL THE COMPLETED QUESTIONNAIRE BY SEPTEMBER 17, 1984 TO: CUPA SURVEYS, P.O. BOX 71114, PITTSBURGH, PA 15213

A. FICE CODE_____

THIS COLUMN FOR CUPA USE ONLY

PLEASE REFER TO PRECEDING INSTRUCTIONS

Print or Type. Do not abbreviate. Detach and **mail by September 17 to:** CUPA SURVEYS, P.O. Box 71114, Pittsburgh, Pa. 15213. If you have questions, call CUPA at (202) 462-1038.

B. INSTITUTIONAL IDENTIFICATION

1. NAME/ADDRESS

Name of Institution_____

Address of Institution_____ City/State/Zip_____

Respondent_____ Title_____ Telephone_____

_____ 2. CLASSIFICATION (check one)

a. _____ 2 Year College
b. _____ 2 Year Technical Institute
c. _____ 4 Year College
d. _____ University
e. _____ Law School
f. _____ Medical School or Center
g. _____ Theological Seminary
h. _____ Other (please note below)

_____

_____ 3. SOURCE OF SUPPORT (check one)

a. _____ Public
b. _____ Private, religious group affiliated
c. _____ Private, independent

4. STRUCTURE

a. _____ A single institution
b. _____ An administrative office of a system
c. _____ A main campus heading a system
d. _____ A campus within a system

_____ 5. SIZE MEASURES

(Please note for the following four questions: If you checked "administrative office of a system" in Number 4 above, then please answer the questions below with system-wide figures. If you checked either "a main campus heading a system" or "a campus within a system", supply individual campus figures.

a. _____ Total full-time equivalent ENROLLMENT

b. _____ Total full-time equivalent FACULTY

c. _____ Total full-time equivalent ADMINISTRATIVE STAFF (i.e., Executive, Administrative, Managerial, and Professional as defined by EEO categories 1 and 3)

d. _____ Total 1984-85 BUDGET (BUDGET includes the total institutional budget used for current educational and general operations (including research funds) exclusive of student aid auxiliary enterprises such as hospitals, service functions, capital funds, and similar activities.)

6. INSTITUTION ASSOCIATION AFFILIATION (Check below)

	YES	NO
Is your institution a member of CUPA?	____	____
Would you like to know more about CUPA and its services to members?	____	____

1984-85
COLLEGE AND UNIVERSITY PERSONNEL ASSOCIATION
ADMINISTRATIVE COMPENSATION SURVEY
(See Survey Position Instructions)

Please provide only the information asked for. Do not make changes (e.g. adding to or crossing out parts of titles). We welcome your comments but please attach them on a separate sheet of paper.

Office or Function and Title		Salary	Term Covered by Salary in Months	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)	Sex Male/Fem. (circle one)	Minority Yes/No (circle one)
1.0	Chief Executive Officer System/District/Multi-Campus Operation (President/Chancellor)					I O	M F	Y N
2.0	Chief Executive Officer of a **Single Institution** (President/Chancellor)					I O	M F	Y N
3.0	Executive Vice President					I O	M F	Y N
4.0	Chief Academic Officer					I O	M F	Y N
5.0	Chief Business Officer					I O	M F	Y N
6.0	Chief Student Affairs Officer					I O	M F	Y N
7.0	Chief Development Officer					I O	M F	Y N
8.0	Chief Public Relations Officer					I O	M F	Y N
9.0	Chief Planning Officer					I O	M F	Y N
10.0	Chief Personnel/Human Resources Officer					I O	M F	Y N
11.0	Chief Health Professions Officer					I O	M F	Y N
12.0	Chief Budgeting Officer					I O	M F	Y N
13.0	General Counsel					I O	M F	Y N
14.0	Registrar					I O	M F	Y N
15.0	Director, Church Relations					I O	M F	Y N
16.0	Director, Learning Resources Center					I O	M F	Y N
17.0	Director, Library Services					I O	M F	Y N

Office or Function and Title		Salary	Term Covered by Salary in Months	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)	Sex Male/Fem. (circle one)	Minority Yes/No (circle one)
18.0	Director, Computer Center					I O	M F	Y N
19.0	Director, Computer Center Operations/Academic					I O	M F	Y N
20.0	Director, Computer Center Operations/Administrative					I O	M F	Y N
21.0	Director, Educational Media Services					I O	M F	Y N
22.0	Director, Institutional Research					I O	M F	Y N
23.0	Director, Special and Deferred Gifts					I O	M F	Y N
24.0	Administrator, Grants and Contracts					I O	M F	Y N
25.0	Director, Affirmative Action/Equal Employment					I O	M F	Y N
26.0	Chaplain					I O	M F	Y N
27.0	Comptroller					I O	M F	Y N
28.0	Director, Accounting					I O	M F	Y N
29.0	Director, Internal Audit					I O	M F	Y N
30.0	Bursar					I O	M F	Y N
31.0	Director, Food Services					I O	M F	Y N
32.0	Chief, Physical Plant/ Facilities Management Officer					I O	M F	Y N
33.0	Director, Student Activities					I O	M F	Y N
34.0	Director, Purchasing					I O	M F	Y N
35.0	Director, Bookstore					I O	M F	Y N
36.0	Director, Campus Security					I O	M F	Y N
37.0	Director, Information Systems					I O	M F	Y N
38.0	Director, News Bureau					I O	M F	Y N
39.0	Director, Auxiliary Services					I O	M F	Y N
40.0	Director, Admissions					I O	M F	Y N
41.0	Director, Foreign Students					I O	M F	Y N

Office or Function and Title	Salary	Term Covered by Salary in Months	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)	Sex Male/Fem. (circle one)	Minority Yes/No (circle one)
42.0 Director, International Studies Education					I O	M F	Y N
43.0 Director, Student Financial Aid					I O	M F	Y N
44.0 Director, Student Placement					I O	M F	Y N
45.0 Director, Student Counseling					I O	M F	Y N
46.0 Director, Student Union					I O	M F	Y N
47.0 Director, Student Health Services (Physician Administrator)					I O	M F	Y N
48.0 Director, Student Health Services (Nurse Administrator)					I O	M F	Y N
49.0 Director, Student Housing					I O	M F	Y N
50.0 Director, Athletics					I O	M F	Y N
51.0 Director, Athletics/Men					I O	M F	Y N
52.0 Director, Athletics/Women					I O	M F	Y N
53.0 Director, Campus Recreation/Intramurals					I O	M F	Y N
54.0 Director, Alumni Affairs					I O	M F	Y N
55.0 Director, Information Office					I O	M F	Y N
56.0 Director, Community Serv.					I O	M F	Y N
57.0 Administrator, Hospital Medical Center					I O	M F	Y N
58.0 Director, Publications					I O	M F	Y N
59.0 Director, Risk Management and Insurance					I O	M F	Y N
* * * * * **COMBINED RESPONSIBILITY** * * * * * *							
60.0 Chief Planning & Budget Officer					I O	M F	Y N
61.0 Chief Development & Public Relations Officer					I O	M F	Y N
62.0 Director, Personnel & Affirmative Action					I O	M F	Y N
63.0 Director, Admissions & Financial Aid					I O	M F	Y N

Office or Function and Title	Salary	Term Covered by Salary in Months	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)	Sex Male/Fem. (circle one)	Minority Yes/No (circle one)
64.0 Director, Housing & Food Service					I O	M F	Y N
65.0 Director, Development & Alumni Affairs					I O	M F	Y N
66.0 Director, Admissions & Registrar					I O	M F	Y N
* * * * * * **DEANS** * * * * * * * *							
67.0 Architecture					I O	M F	Y N
68.0 Agriculture					I O	M F	Y N
69.0 Arts and Letters					I O	M F	Y N
70.0 Arts and Sciences					I O	M F	Y N
71.0 Business					I O	M F	Y N
72.0 Communications					I O	M F	Y N
73.0 Continuing Education					I O	M F	Y N
74.0 Dentistry					I O	M F	Y N
75.0 Education					I O	M F	Y N
76.0 Engineering					I O	M F	Y N
77.0 Experimental Programs					I O	M F	Y N
78.0 Extension					I O	M F	Y N
79.0 Fine Arts					I O	M F	Y N
80.0 Graduate Programs					I O	M F	Y N
81.0 Health Related Professions					I O	M F	Y N
82.0 Home Economics					I O	M F	Y N
83.0 Humanities					I O	M F	Y N
84.0 Instruction					I O	M F	Y N
85.0 Law					I O	M F	Y N
86.0 Library & Information Sciences					I O	M F	Y N
87.0 Mathematics					I O	M F	Y N
88.0 Medicine					I O	M F	Y N
89.0 Music					I O	M F	Y N

Office or Function and Title	Salary	Term Covered by Salary in Months	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)	Sex Male/Fem. (circle one)	Minority Yes/No (circle one)
90.0 Nursing					I O	M F	Y N
91.0 Occupational Studies/ Vocational Education/ Technology					I O	M F	Y N
92.0 Pharmacy					I O	M F	Y N
93.0 Public Health					I O	M F	Y N
94.0 Sciences					I O	M F	Y N
95.0 Social Sciences					I O	M F	Y N
96.0 Social Work					I O	M F	Y N
97.0 Special Programs					I O	M F	Y N
98.0 Undergraduate Programs					I O	M F	Y N
99.0 Veterinary Medicine					I O	M F	Y N
200.0 Assistant to the President of a System/ District/Multi-Campus Operation					I O	M F	Y N
201.0 Assistant to the President/Single Institution					I O	M F	Y N
202.0 Associate Director, Personnel/Human Resources					I O	M F	Y N
203.0 Manager, Payroll					I O	M F	Y N
204.0 Manager, Benefits					I O	M F	Y N
205.0 Manager, Training and Development					I O	M F	Y N
206.0 Manager, Employee Relations					I O	M F	Y N
207.0 Manager, Employment					I O	M F	Y N
208.0 Manager, Wage and Salary/Manager, Compensation					I O	M F	Y N
209.0 Manager, Personnel Information Systems					I O	M F	Y N
210.0 Associate Director, Affirmative Action/ Equal Employment					I O	M F	Y N

Office or Function and Title		Salary	Term Covered by Salary in Months	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)		Sex Male/Fem. (circle one)		Minority Yes/No (circle one)	
								M	F	Y	N
211.0	Director, Health and Safety					I	O	M	F	Y	N
212.0	Associate Budget Director					I	O	M	F	Y	N
213.0	Associate General Counsel					I	O	M	F	Y	N
214.0	Associate Director, Computer Center					I	O	M	F	Y	N
215.0	Associate Director, Computer Center Operations/Academic					I	O	M	F	Y	N
216.0	Associate Director, Computer Center Operations/Administrative					I	O	M	F	Y	N
217.0	Associate Bursar					I	O	M	F	Y	N
218.0	Associate Director, Physical Plant/Facilities Management					I	O	M	F	Y	N
219.0	Manager, Landscape and Grounds					I	O	M	F	Y	N
220.0	Manager, Building Maintenance Trades					I	O	M	F	Y	N
221.0	Manager, Technical Trades					I	O	M	F	Y	N
222.0	Manager, Custodial Services					I	O	M	F	Y	N
223.0	Manager, Power Plant					I	O	M	F	Y	N
224.0	Director, Telecommunications					I	O	M	F	Y	N
225.0	Associate Director, Purchasing					I	O	M	F	Y	N
226.0	Associate Director, Food Services					I	O	M	F	Y	N
227.0	Associate Registrar					I	O	M	F	Y	N
228.0	Assistant Registrar					I	O	M	F	Y	N
229.0	Associate Director, Student Housing					I	O	M	F	Y	N
230.0	Housing Officer/ Administrative Operations					I	O	M	F	Y	N

Office or Function and Title		Salary	Term Covered by Salary in Months	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)	Sex Male/Fem. (circle one)	Minority Yes/No (circle one)
231.0	Housing Officer/ Residence Life					I O	M F	Y N
232.0	Housing Officer/ Family Housing					I O	M F	Y N
233.0	Associate Director, Student Union					I O	M F	Y N
234.0	Student Union Business Manager					I O	M F	Y N
235.0	Associate Director, Admissions					I O	M F	Y N
236.0	Assistant Director, Admissions					I O	M F	Y N
237.0	Associate Director, Institutional Research					I O	M F	Y N
238.0	Director, Conferences					I O	M F	Y N
239.0	Director, Annual Giving					I O	M F	Y N
240.0	Director, Corporate/ Foundation Relations					I O	M F	Y N
241.0	Coordinator, Resource Development					I O	M F	Y N
242.0	Director, Estate Planning					I O	M F	Y N
243.0	Associate Director, Publications					I O	M F	Y N
244.0	Associate Director, Bookstore					I O	M F	Y N
245.0	Associate Director, Student Counseling					I O	M F	Y N
246.0	Associate Director, Student Financial Aid					I O	M F	Y N
247.0	Director, Medical Center Public Relations/Affairs					I O	M F	Y N
248.0	Director, Medical Center Personnel					I O	M F	Y N
249.0	Director, Governmental/ Legislative Relations					I O	M F	Y N
250.0	Circulation Librarian					I O	M F	Y N

Office or Function and Title		Salary	Term Covered by Salary in Months	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)	Sex Male/Fem. (circle one)	Minority Yes/No (circle one)
251.0	Acquisitions Librarian					I O	M F	Y N
252.0	Technical Services Librarian					I O	M F	Y N
253.0	Public Services Librarian					I O	M F	Y N
254.0	Reference Librarian					I O	M F	Y N
255.0	Data Base Administrator					I O	M F	Y N
256.0	Systems Analyst I (Highest Level)					I O	M F	Y N
257.0	Systems Analyst II (Lowest Level)					I O	M F	Y N
258.0	Programmer Analyst I (Highest Level)					I O	M F	Y N
259.0	Programmer Analyst II (Lowest Level)					I O	M F	Y N
260.0	Director, Sports Information					I O	M F	Y N
* * * * * *			HEAD COACH	* * *		* * *	* * *	* * *
261.0	Football					I O	M F	Y N
262.0	Basketball (Men)					I O	M F	Y N
263.0	Basketball (Women)					I O	M F	Y N
264.0	Baseball					I O	M F	Y N
265.0	Tennis (Men)					I O	M F	Y N
266.0	Tennis (Women)					I O	M F	Y N
267.0	Soccer (Men)					I O	M F	Y N
268.0	Soccer (Women)					I O	M F	Y N

PLEASE SEND COMPLETED SURVEY QUESTIONNAIRE BY SEPTEMBER 17, 1984 TO:
CUPA SURVEYS, P.O. BOX 71114, PITTSBURGH, PENNSYLVANIA 15213

1984-85 ADMINISTRATIVE COMPENSATION SURVEY
SUMMARY POSITION DESCRIPTIONS

Please review these summary position descriptions before entering compensation figures in order to ensure reasonable comparability of survey data. When the differences between the summary description and the duties actually performed in the responding institution are substantial, or simply do not apply, no data should be reported.

1.0 CHIEF EXECUTIVE OFFICER OF A SYSTEM/DISTRICT/MULTI-CAMPUS OPERATION (PRESIDENT/CHANCELLOR): The principal administrative official responsible for the direction of all operations of a system, district, or multi-campus structure.

2.0 CHIEF EXECUTIVE OFFICER OF A SINGLE INSTITUTION (PRESIDENT/CHANCELLOR): The principal administrative official responsible for the direction of all operations of a campus or an institution of higher education.

3.0 EXECUTIVE VICE PRESIDENT: The principal administrative official, in lieu of the Chief Executive Officer, responsible for the direction of all operations of an institution of higher education. Reports to the Chief Executive Officer.

4.0 CHIEF ACADEMIC OFFICER (MAY ALSO BE TITLED PROVOST): The senior administrative official responsible for the direction of the academic program of the institution. Functions typically include teaching, research, extension, admissions, registrar, and library activities. Reports to the Chief Executive Officer.

5.0 CHIEF BUSINESS OFFICER: The senior administrative official responsible for the direction of business and financial affairs. Functions supervised typically include purchasing, physical plant management, property management, auxiliary enterprises, personnel services, investments, accounting, and related matters.

6.0 CHIEF STUDENT AFFAIRS OFFICER: The senior administrative official responsible for the direction of extracurricular student life programs. Functions typically include student counseling and testing, student placement, student union, relationships with student organizations, and related functions.

7.0 CHIEF DEVELOPMENT OFFICER: The senior administrative official responsible for institutional development programs. Incumbent typically leads the institutional fund-raising and, in the absence of an organizational co-equal specifically assigned to the function, public relations, alumni relations, and information office activities.

8.0 CHIEF PUBLIC RELATIONS OFFICER: The senior administrative official responsible for public relations programs. Functions typically include public relations, news media relations, legislative relations, alumni relations, and information office services.

9.0 CHIEF PLANNING OFFICER: The senior administrative official responsible for the direction of long-range planning, and the allocation of resources. Functions typically include budget planning, institutional research and facilities planning, and may also include responsibility for current planning and budgeting, as well as state and federal regulations. Reports to the Chief Executive Officer.

10.0 CHIEF PERSONNEL/HUMAN RESOURCES OFFICER: The senior administrative official responsible for administering institutional personnel policies and practices for staff and/or faculty. Functions typically include personnel records, benefits, staff employment, wage and salary administration, and, where applicable, labor relations.

11.0 CHIEF HEALTH PROFESSIONS OFFICER: The senior administrative official with the responsibility for administration of academic health programs, hospitals, clinics, and affiliated health-care programs.

12.0 CHIEF BUDGETING OFFICER: The senior administrative officer responsible for the current budgetary operations. May also include responsibility for long-range planning unless there is a separate planning officer.

13.0 GENERAL COUNSEL: The principal salaried staff person responsible for advising the institution on its legal rights, obligations, or privileges. May act as agent in various transactions or serve as principal contact with other legal counsel. (Do not report unless on institution's payroll.)

14.0 REGISTRAR: The administrative official with principal responsibility for student admissions and records. Functions typically include undergraduate admissions, classroom scheduling, maintenance of student records, and related matters.

15.0 DIRECTOR, CHURCH RELATIONS: A senior administrative official responsible for relationships between the institution and the ministers and laymen of the support church(es). (This does not include "chaplain.")

16.0 DIRECTOR, LEARNING RESOURCES CENTER: The administrative official with principal responsibility over audio-visual services (educational media) and may include the library as well.

17.0 DIRECTOR, LIBRARY SERVICES: Directs the activities of all institutional libraries. Functions typically include selection and direction of professional staff, acquisitions, technical services, audio-visual services, and special collections.

18.0 DIRECTOR, COMPUTER CENTER: Directs the institution's major computing activities. Functions typically include computer programming, systems studies, and computer operations.

19.0 DIRECTOR, COMPUTER CENTER OPERATIONS/ACADEMIC: Directs the institution's academic computing activities.

20.0 DIRECTOR, COMPUTER CENTER OPERATIONS/ADMINISTRATIVE: Directs the institution's administrative computing activities.

21.0 DIRECTOR, EDUCATIONAL MEDIA SERVICES: Directs the support area of audio-visual services, which includes purchasing hardware, generating software, and encouraging the use of multi-media learning devices.

22.0 DIRECTOR, INSTITUTIONAL RESEARCH: The administrative staff official responsible for the conduct of research and studies on the institution itself. Functions performed or supervised typically include data collection, analysis, reporting, and related staff work in support of decision-making.

23.0 DIRECTOR, SPECIAL AND DEFERRED GIFTS: Directs specific institutional fund-raising in the areas of special and deferred gifts.

24.0 ADMINISTRATOR, GRANTS AND CONTRACTS: Coordinates the administration of research and other programs externally funded by grants and contracts; administers the preparation of proposals and orchestrates the liaison with the funding sources.

25.0 DIRECTOR, AFFIRMATIVE ACTION/EQUAL EMPLOYMENT: The senior administrative official responsible for the university-wide program designed to ensure equality of opportunity on an individual basis without giving preference in opportunity to any group.

26.0 CHAPLAIN: Plans, coordinates, and directs the pastoral ministry and religious activities of the campus, advises on policies and issues affecting the well-being of the campus community.

27.0 COMPTROLLER: Directs accounting, payroll, cashiering, and related functions. May also have responsibility for office services, such as mail and telephone.

28.0 DIRECTOR, ACCOUNTING: Responsible for the daily operation of the institution's budgetary accounting system.

29.0 DIRECTOR, INTERNAL AUDIT: Directs the advisory function on internal auditing and systems accounts, which serves as an independent appraisal review regarding the physical and administrative operations of the financial areas of the institution.

30.0 BURSAR: Custodian of institutional funds.

31.0 DIRECTOR, FOOD SERVICES: Administers all institutional food services whether directly managed and operated or catered.

32.0 CHIEF PHYSICAL PLANT/FACILITIES MANAGEMENT OFFICER: The senior administrative official responsible for the construction, rehabilitation, and maintenance of physical plant facilities. Functions typically include supervision of new construction and remodeling, grounds and building maintenance, power plant operation, and parking.

33.0 DIRECTOR, STUDENT ACTIVITIES: Responsible for coordinating all campus student activities including special events, student organizations, publications, and student government activities.

34.0 DIRECTOR, PURCHASING: Conducts central purchasing operations for the institution. Functions typically include preparation of specifications, contracting, bidding, receiving and stores, approval of invoices and related matters.

35.0 DIRECTOR, BOOKSTORE: Directs the operation of the campus bookstore, usually under the direction of the Chief Business Officer. Functions typically include purchase and sale of new and used books, supplies, and equipment, advertising, employment and supervision of sales staff, maintenance of sales and inventory records, and related matters.

36.0 DIRECTOR, CAMPUS SECURITY: Manages campus police and patrol units; directs campus vehicle traffic and parking; organizes security programs and training as needed.

37.0 DIRECTOR, INFORMATION SYSTEMS: The senior official who directs the development, implementation, and maintenance of institutional management information systems. Functions typically include responsibility for developing systems requirements, systems analysis, programming, applications, and coordination with user areas. May also include responsibility for direction of the administrative computer operations.

38.0 DIRECTOR, NEWS BUREAU: Prepares and writes news and publicity releases and writes feature stories about institutional events and programs.

39.0 DIRECTOR, AUXILIARY SERVICES: Responsible for the management and operation of college support and auxiliary services, typically food service, book store, housing, vending, student unions, and printing, but may include a variety of services and operations.

40.0 DIRECTOR, ADMISSIONS: The administrative official with primary responsibility for the admission of undergraduates. May also be responsible for the admission of graduate and professional students, or for scholarship administration or similar functions.

41.0 DIRECTOR, FOREIGN STUDENTS: Recruits and advises foreign students and coordinates academic studies for foreign students on campus.

42.0 DIRECTOR, INTERNATIONAL STUDIES EDUCATION: Coordinates academic studies conducted outside the United States; advises students and faculty on international study and travel; and promotes campus activities of an international nature.

43.0 DIRECTOR, STUDENT FINANCIAL AID: Directs the administration of all forms of student aid. Functions typically include assistance in the application for loans or scholarships; administration of private, state, or federal loan programs; awarding of scholarships and fellowships; and maintenance of appropriate records.

44.0 DIRECTOR, STUDENT PLACEMENT: Directs the operation of a student placement office to provide job placement and counseling services to undergraduates, graduates, and alumni. May also be responsible for placement of students in part-time jobs or outside the institution.

45.0 DIRECTOR, STUDENT COUNSELING: Directs the provision of counseling and testing services for students.

46.0 DIRECTOR, STUDENT UNION: Directs the operation of a student union building and related student activities. Functions typically include supervision of food service facilities, activities programming, guest rooms, information desk, recreational facilities, and arrangements for special functions or activities.

47.0 DIRECTOR, STUDENT HEALTH SERVICES (PHYSICIAN ADMINISTRATOR): A physician who directs the clinics, medical staff, and other programs that provide institutionally based health services for the student body.

48.0 DIRECTOR, STUDENT HEALTH SERVICES (NURSE ADMINISTRATOR): A nurse who directs the clinics, medical staff, and other programs that provide institutionally based health services for the student body.

49.0 DIRECTOR, STUDENT HOUSING: Directs all residence hall operations for students. May also administer off-campus housing programs.

50.0 DIRECTOR, ATHLETICS: Directs intramural and intercollegiate athletic programs for men and women. Functions typically include scheduling and contracting for athletic events, employment and direction of athletic coaches, publicity, ticket sales, and equipment and facilities maintenance.

51.0 DIRECTOR, ATHLETICS/MEN: Directs intramural and intercollegiate athletic programs for **MEN ONLY.** Functions typically include scheduling and contracting for athletic events, employment and direction of athletic coaches, publicity, ticket sales, and equipment and facilities maintenance.

52.0 DIRECTOR, ATHLETICS/WOMEN: Directs intramural and intercollegiate athletic programs for **WOMEN ONLY.** Functions typically include scheduling and contracting for athletic events, employment and direction of athletic coaches, publicity, ticket sales, and equipment and facilities maintenance.

53.0 DIRECTOR, CAMPUS RECREATION/INTRAMURALS: Directs all non-varsity and club sports and has responsibility for some facilities including recreational areas.

54.0 DIRECTOR, ALUMNI AFFAIRS: Coordinates contacts and services to alumni; develops and maintains alumni mailing lists and mailings; organizes receptions and other special alumni activities.

55.0 DIRECTOR, INFORMATION OFFICE: Directs the provision of information about the institution to students, faculty, and the public. Functions typically include news media relations, preparation or review of news releases and photographs, and preparation and distribution of newsletters, magazines, and other publications.

56.0 DIRECTOR, COMMUNITY SERVICES: Directs or coordinates the conduct of special (usually non-credit) educational, cultural, and recreational services to the community.

57.0 ADMINISTRATOR, HOSPITAL MEDICAL CENTER: If your institution has its own hospital or medical center, this administrator is the immediate head of that facility. (If 57.0 is the same official as 11.0, please ignore 57.0).

58.0 DIRECTOR, PUBLICATIONS: Directs the planning, budgeting, writing, design, production, and distribution of institutional publications.

59.0 DIRECTOR, RISK MANAGEMENT AND INSURANCE: Responsible for the protection of the institution from fortuitous loss. Advises senior management on all potential sources of loss and for decisions on how to best reduce or eliminate loss. Has responsibility for representing the institution to the insurance market.

60.0 - 66.0 COMBINED RESPONSIBILITY POSITIONS: Positions 60.0 - 66.0 represent titles that indicate frequently found combinations of administrative responsibility, such as Director of Personnel and Affirmative Action or Director of Admissions and Financial Aid. If such combinations exist at your institution, report them in the "Combined Responsibility" section (position numbers 60.0 - 66.0). If you report in the Combined Responsibility section, do not report the same data elsewhere in the Survey. For example, if your institution has a single administrator who is Director of Admissions and Financial Aid, report it in the Combined Responsibility section as position number 63.0. Do not report it as position number 40.0, which is reserved for Director of Admissions only, or position number 43.0, which is reserved for Director of Student Financial Aid only.

67.0 - 99.0 DEAN or Equivalent Administrative Title (e.g., directors of academic divisions in community colleges): Serves as the principal administrator of the instructional division indicated (i.e., Architecture, Agriculture, Nursing, etc.).

200.0 ASSISTANT TO THE PRESIDENT OF A SYSTEM/DISTRICT/MULTI-CAMPUS OPERATION: The senior professional staff assistant to the President/Chancellor.

201.0 ASSISTANT TO THE PRESIDENT/SINGLE INSTITUTION: The senior professional staff assistant to the President/Chancellor.

202.0 ASSOCIATE DIRECTOR, PERSONNEL/HUMAN RESOURCES: The second senior administrator responsible for administering institutional personnel policies and practices for staff and/or faculty.

203.0 MANAGER, PAYROLL: Supervises the operation of the institution's payroll system.

204.0 MANAGER, BENEFITS: Responsible for implementing the benefits package for staff and/or faculty, such as medical, dental, long-term disability, retirement, and accidental death.

205.0 MANAGER, TRAINING AND DEVELOPMENT: Directs and coordinates the various training reviews for employees of the institution, which may include in-house training for management and faculty as well as staff.

206.0 MANAGER, EMPLOYEE RELATIONS: Advises and assists staff and/or faculty regarding general personnel policies and procedures such as the grievance procedure, employee relations, affirmative action, and equal opportunity.

207.0 MANAGER, EMPLOYMENT: Responsible for the employment section of a personnel office, including recruiting, interviewing, and placement.

208.0 MANAGER, WAGE AND SALARY/MANAGER, COMPENSATION: Responsible for maintaining classification and pay schedules for the institution. Conducts job audit, salary surveys, and monitors the pay plan.

209.0 MANAGER, PERSONNEL INFORMATION SYSTEMS: Responsible for the payroll/personnel data base, which includes preparing specifications for data base improvements/enhancements, establishing and monitoring production schedules, and coordinating report generation, modifications, and development.

210.0 ASSOCIATE DIRECTOR, AFFIRMATIVE ACTION/EQUAL EMPLOYMENT: The second senior administrative official responsible for the institution-wide program to ensure equality of employment opportunity.

211.0 DIRECTOR, HEALTH AND SAFETY: Senior administrative official responsible for the campus environment and/or occupational health and safety program.

212.0 ASSOCIATE BUDGET DIRECTOR: The second senior administrative official responsible for the current budgetary operations.

213.0 ASSOCIATE GENERAL COUNSEL: The second senior administrative official responsible for advising the institution on its legal rights.

214.0 ASSOCIATE DIRECTOR, COMPUTER CENTER: The second senior administrative official responsible for directing the institution's major computing activities.

215.0 ASSOCIATE DIRECTOR, COMPUTER CENTER OPERATIONS/ACADEMIC: The second senior administrative official responsible for the institution's academic computing activities.

216.0 ASSOCIATE DIRECTOR, COMPUTER CENTER OPERATIONS/ADMINISTRATIVE: The second senior administrative official responsible for the institution's administrative computing activities.

217.0 ASSOCIATE BURSAR: The second senior administrative official serving as custodian of institutional funds.

218.0 ASSOCIATE DIRECTOR, PHYSICAL PLANT/FACILITIES MANAGEMENT: The second senior administrative official responsible for maintenance and operation of all facilities.

219.0 MANAGER, LANDSCAPE AND GROUNDS: Responsible for administration of the institution's landscape and grounds programs. Revaluates and redesigns existing landscaping.

220.0 MANAGER, BUILDING MAINTENANCE TRADES: Manages the operation of the building craft areas which usually include carpentry, locksmith, painting, sheet metal, welding, masonry, and roof and road functions.

221.0 MANAGER, TECHNICAL TRADES: Manages the operation of the technical trade areas which usually include plumbing, heating, electrical, refrigeration and air conditioning, preventative maintenance, and water plant.

222.0 MANAGER, CUSTODIAL SERVICES: Responsible for the management of institutional custodial services.

223.0 MANAGER, POWER PLANT: Directs the operation and maintenance of the high pressure steam and electrical generating plants and central refrigeration plants and all utility distribution systems.

224.0 DIRECTOR, TELECOMMUNICATIONS: The administrative official responsible for the institution's telecommunication system, including planning and coordination of voice and data system modifications, equipment installation and operating procedures.

225.0 ASSOCIATE DIRECTOR, PURCHASING: The second senior administrative official responsible for central purchasing operations for the institution.

226.0 ASSOCIATE DIRECTOR, FOOD SERVICES: The second senior administrative official responsible for administering all institutional food services.

227.0 ASSOCIATE REGISTRAR: The second senior administrative official with principal responsibility for the performance of the Registrar's duties.

228.0 ASSISTANT REGISTRAR: Subordinate to the Associate Registrar with responsibilities for one substantively related area (e.g. military/VA registration, international registration).

229.0 ASSOCIATE DIRECTOR, STUDENT HOUSING: The second senior official responsible for all residence hall operations for students.

230.0 HOUSING OFFICER/ADMINISTRATIVE OPERATIONS: Responsible for all administrative and fiscal functions in student housing.

231.0 HOUSING OFFICER/RESIDENCE LIFE: Responsible for the supervision and direction of residence life, staff, and student housing.

232.0 HOUSING OFFICER/FAMILY HOUSING: Responsible for direction of married students or family housing facilities and programs.

233.0 ASSOCIATE DIRECTOR, STUDENT UNION: The second senior official responsible for the operation of the student union building and related student activities.

234.0 STUDENT UNION BUSINESS MANAGER: Responsible for the service operation of the student union including fiscal management, purchasing, and building programs.

235.0 ASSOCIATE DIRECTOR, ADMISSIONS: The second senior administrative official responsible for student admissions.

236.0 ASSISTANT DIRECTOR, ADMISSIONS: Subordinate to the Associate Director with responsibilities for one substantively related area (e.g. recruiting, records).

237.0 ASSOCIATE DIRECTOR, INSTITUTIONAL RESEARCH: The second senior administrative official responsible for the conduct of research and studies on the institution itself.

238.0 DIRECTOR, CONFERENCES: Responsible for the development, promotion, and implementation of institutional (on and off campus) non-credit conferences and seminars.

239.0 DIRECTOR, ANNUAL GIVING: Plans and executes the institution's campaign for annual gift support from all constituents, including alumni.

240.0 DIRECTOR, CORPORATE/FOUNDATION RELATIONS: Plans and carries out the institution's program of soliciting gifts and grants from corporations and foundations.

241.0 COORDINATOR, RESOURCE DEVELOPMENT: Organizes and oversees the institution's records relating to current and prospective donors, conducts research to discover prospects for gifts, and documents the association of these prospects with the college or university.

242.0 DIRECTOR, ESTATE PLANNING: Plans, organizes, and conducts a comprehensive estate planning and deferred giving program pursuant to the developmental goals of the college or university.

243.0 ASSOCIATE DIRECTOR, PUBLICATIONS: The second senior administrative official responsible for institutional publications.

244.0 ASSOCIATE DIRECTOR, BOOKSTORE: The second senior administrative official responsible for bookstore operations.

245.0 ASSOCIATE DIRECTOR, STUDENT COUNSELING: The second senior administrative official responsible for student counseling services.

246.0 ASSOCIATE DIRECTOR, STUDENT FINANCIAL AID: The second senior administrative official responsible for the student financial aid activity.

247.0 DIRECTOR, MEDICAL CENTER PUBLIC RELATIONS/AFFAIRS: Plans and executes the medical center's program of relating to the institution's external public. Promotes the institution's relationship with the media.

248.0 DIRECTOR, MEDICAL CENTER PERSONNEL: Senior administrative official responsible for the Personnel program and staff in a medical center facility.

249.0 DIRECTOR, GOVERNMENTAL/LEGISLATIVE RELATIONS: Senior administrative official responsible for developing and maintaining effective relations with the state legislature and coordinating college/university lobbying efforts.

250.0 CIRCULATION LIBRARIAN: Senior person responsible for control of lending and shelving operations.

251.0 ACQUISITIONS LIBRARIAN: Senior person responsible for collection development including order and receipt of books, periodicals, etc.

252.0 TECHNICAL SERVICES LIBRARIAN: Senior person responsible for planning and management of library services involving processing, bibliographic control, cataloging, binding, and repair, etc.

253.0 PUBLIC SERVICES LIBRARIAN: Senior person responsible for planning and management of library services involving interaction with patrons (lending, orientation, bibliographic instruction, audio-visual services, etc.)

254.0 REFERENCE LIBRARIAN: Senior person responsible for developing and managing reference materials and assisting users in researching problems, conducting bibliographic searches, etc.

255.0 DATA BASE ADMINISTRATOR: Senior person responsible for developing and implementing standards, procedures and controls which ensure the security, reliability and availability of data bases.

256.0 SYSTEMS ANALYST I - (Highest Level): Responsible for designing and structuring the appropriate flow of complex computer systems requiring considerable independent judgment. Position involves no programming responsibility.

257.0 SYSTEMS ANALYST II - (Lowest Level): Responsible for designing and structuring routine programs for computer systems. Position may involve minor programming.

258.0 PROGRAMMER ANALYST I - (Highest Level): Responsible for defining and developing complex computer programs requiring considerable independent judgment.

259.0 PROGRAMMER ANALYST II - (Lowest Level): Responsible for defining and developing routine computer programs in assigned user areas.

260.0 DIRECTOR, SPORTS INFORMATION: Institutional representative to the media for all athletic activities.

261.0 - 268.0 HEAD COACH: The senior administrative official responsible for all intercollegiate activities for the following sports:

261.0 FOOTBALL

262.0 BASKETBALL (MEN)

263.0 BASKETBALL (WOMEN)

264.0 BASEBALL

265.0 TENNIS (MEN)

266.0 TENNIS (WOMEN)

267.0 SOCCER (MEN)

268.0 SOCCER (WOMEN)

THIS MARKS THE END OF THE SURVEY INSTRUCTIONS.

PLEASE DETACH, COMPLETE, AND SEND THE FOLLOWING SURVEY QUESTIONNAIRE TO:

CUPA SURVEYS
P.O. BOX 71114
PITTSBURGH, PA 15213

SURVEY DUE SEPTEMBER 17, 1984

CUPA ADMINISTRATIVE COMPENSATION SURVEY -- SPECIAL STUDY ORDER FORM

Please read through entire form before filling it out. Print or type all information. Please use a SEPARATE FORM for each report you order. If you have any questions contact Shari Anderson at (202) 462-1038. Barring any unforeseen difficulties, you will receive your report within 10 days after CUPA headquarters receives your request and payment. All requests for Special Studies must be sent to CUPA, 11 Dupont Circle, Suite 120, Washington, D.C. 20036.

Name _____ Title _____

Institution _____ Phone ( ) _____

Mailing Address _____

City, State, Zip _____

Did your institution participate in the 1984-85 Survey? _____ Yes _____ No

Is your institution a CUPA member? _____ Yes _____ No

Do you want data from _____ 1984-85 Survey, _____ 1983-84 Survey, _____ 1982-83 Survey,
(Check one) _____ 1981-82 Survey, _____ 1980-81 Survey

Which data base do you want searched? _____ primary positions (1.0 - 99.0)
(Check one) _____ secondary positions (200.0 - 268.0)

Note: Secondary position data is available from the 1984-85 data base only.

Types of Data Displays (Check one only)

_____ 1. Median Salary Display with Interquartile Data (see Table 1)

_____ 2. Median Years-of-Service Display with Interquartile Data (same display format as Table 1, but includes years-of-service data)

_____ 3. Distribution of Salaries Display (see Table 58)

_____ 4. Percent of CEO Salary Display

_____ 5. Minority/Non-minority Comparison Display (see Table 47 and Table 49)*

_____ 6. Internal/External Hire Comparison Display (see Table 46 and Table 51)*

_____ 7. Male/Female Comparison Display (see Table 48 and Table 50)*

_____ 8. Reporting Relationship Frequency Display and Histogram

_____ 9. Listing of Individual Salaries by Position

*A study of type 1 or 2 must be ordered along with any comparison table. Each comparison table costs $75.

****

If you wish to receive data based on general institutional characteristics only, complete Section I. If you wish to specify a list of institutions only, complete Section II. DO NOT COMPLETE BOTH SECTIONS unless you want to base your search on both an institutional list and a characteristics list.

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Section I

Answer only those questions which pertain to your request -- you are not required to respond to all of the questions.

1. SYSTEM STRUCTURE (check as many as desired)

A. _____ A single institution

B. _____ An administrative office of a system

C. _____ A main campus of a system

D. _____ A campus within a system

(Continued on Reverse Side)

2. CLASSIFICATION (check as many as desired)

A. _____2 Year College

B. _____2 Year Technical Institute

C. _____4 Year College

D. _____University

E. _____Law School

F. _____Medical School or Center

G. _____Theological Seminary

3. SOURCE OF SUPPORT (check as many as desired)

A. _____Public

B. _____Private, religious group affiliated

C. _____Private, independent

4. EDUCATION AND GENERAL BUDGET (specify number OR range)

A. Less than $_____

B. More than $_____

C. Between $ _____ and $_____

5. FTE ENROLLMENT (specify number OR range)

A. Less than _____

B. More than_____

C. Between _____ and _____

6. FTE FACULTY (specify number OR range)

A. Less than _____

B. More than_____

C. Between _____ and _____

7. GEOGRAPHIC AREA

1. States (please do not abbreviate)

_____

_____

Section II

In order for a study requesting specific institutions to be completed, all of the institutions must have participated in the 1984-85 Ad Comp Survey. Please see "Appendix A and B--Responding Institutions" to ensure that the desired institutions participated. To maintain confidentiality of the data please choose 10 or more institutions and list the institutional name, campus (if applicable), city/state and the FICE Code. (Attach additional sheets if necessary.) If you wish to receive data from a prior survey, checking the "Responding Institutions" section of the Survey Report for that year to confirm participation.

_____

_____

_____

_____

_____

****

Mail this form and a check payable to: **CUPA, 11 Dupont Circle, Suite 120, Washington, D.C. 20036.** Fees for standard studies are $125 for CUPA members that participated in the 1984-85 survey; $175 for CUPA members that did not participate and for nonmembers that did participate; and $250 for nonmembers that did not participate. Comparative studies are $75 each. Fees for studies not listed above are negotiable with CUPA on a case-by-case basis.

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